CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT/ACPU BULLETIN

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Horror at Concordia University

On the afternoon of August 24th, a gunman took three handguns to the Hall Building of Concordia's Sir George Williams campus in downtown Montreal, and shot and killed two professors. Two other faculty members and a staff secretary were also wounded by gunfire.

One of those killed August 24 was Professor Michael Hogben, President of Concordia University Faculty Association. Michael Hogben was a professor of chemistry and had, on an earlier occasion, served a term as President of the Association. The second faculty member who died in the shooting was Matthew Douglass, professor of civil engineering.

Aaron Jaan Saber, professor of mechanical engineering, one of three wounded university employees removed from the scene, died late August 25 at the Royal Victoria Hospital in Montreal. The other wounded were: Phoivos Ziogas, chair of the electrical and computer engineering department and Elizabeth Horwood, secretary to the chair of the mechanical engineering department.

Michael Hogben

Matthew Douglass

Aaron Jaan Saber

After the shootings, the gunman took two other university employees hostage for over an hour. The building was evacuated and police set up a telephone line to negotiate with the gunman. As he spoke on the phone with the police negotiator, one of the hostages seized his gun and overpowered him; two other firearms were later found at the scene. The siege ended with Valery Fabrikant, professor of mechanical engineering at Concordia University being taken into police custody. He has since been charged on numerous counts.

Fabrikant had legally obtained and registered the weapons in question even though university officials and a number of professors had protested the licensing.

Professor Fabrikant had made a series of complaints about the research of some of his colleagues and had taken nine grievances to the Faculty Association. He had also taken charges against some of his colleagues to the civil courts. He had been stopped and searched on a previous occasion during the last academic year on the suspicion of concealing a gun. No gun was found, and he successfully appealed this action against him through the internal university procedures.

CAUT President Alan Andrews and Donald C. Savage, Executive Director sent the condolences of CAUT to the Rector and to the Faculty Association. Professor June Chaikelson, the Vice-President of the Association, expressed the grief and horror of the faculty over the shootings.

Horreur à l'Université Concordia

Le 24 août dernier, dans l'après-midi, un homme armé de trois pistolets est arrivé au pavillon *Hall* du campus Sir George Williams situé au centre-ville de Montréal. Il a tiré sur deux professeurs et les a tués. Des tirs ont également atteint deux autres professeurs et une secrétaire.

L'une des victimes tuée le 24 août était le professeur Michael Hogben, président de l'Association des professeurs de l'université Concordia. Le professeur Hogben enseignait la chimie et avait déjà précédemment agi à titre de président de cette association. La deuxième victime de la tuerie, Matthew Douglass, était professeur de génie civil.

Aaron Jaan Saber, professeur de génie mécanique, l'un des trois blessés évacués des lieux, est décédé tard le 25 août à l'hôpital Royal Victoria, à Montréal. Les autres personnes qui ont été blessées sont: Phoivos Ziogas, directeur du département de génie électrique et informatique et Elizabeth Horwood, secrétaire du directeur du département de génie mécanique.

Après la fusillade, l'homme a pris en otage pendant plus d'une heure deux autres employés de l'université. L'immeuble a été évacué et la police a installé une ligne téléphonique pour entamer des négociations avec lui. Tandis qu'il parlait au téléphone avec le négociateur de la police, l'un des otages a pu se saisir de l'arme et a maîtrisé le tireur. On a découvert deux autres armes à feu sur les lieux. Le siège s'est achevé par l'arrestation de M. Valery Fabrikant, porfesseur de génie mécanique à l'université Concordia. Il a été inculpé depuis à plusieurs chefs d'accusation.

Le professeur Fabrikant avait obtenu légalement des permis de port d'armes, bien que les responsables universitaires et plusieurs professeurs aient protesté l'attribution de ces permis.

Le professeur Fabrikant avait porté une série de plaintes déontologiques contre certains de ses collègues et avait déposé neuf griefs après de l'Association des professeurs. Il avait aussi entamé des poursuites contre quelques uns de ses collègues en cour civile. Au cours de l'année universitaire, il avait été arrêté et fouillé une fois, sur présomption d'avoir caché une arme. La fouille n'avait pas révélé d'arme et il avait porté plainte et gagné sa cause à ce propos dans le cadre des mesures internes de l'université à cet effet.

Le président de l'ACPU, M. Alan Andrews, et M. Donald C. Savage, le directeur général, ont adressé les condoléances de notre association au recteur et à l'Association des professeurs de l'université Concordia. La professeure June Chaikelson, vice-présidente de l'association, a fait part de la douleur et du sentiment d'horreur de la faculté dans son ensemble à l'occasion de cette fusillade.

caut acpu
canadian association of university teachers
association canadienne des professeurs d'université

Dr. Patrick Kenniff
Rector
Concordia University

Dear Dr. Kenniff:

On behalf of the Status of Women Committee of the Canadian Association of University Teachers, I wish to extend condolences to you and to all faculty, staff and students of Concordia University as you mourn the tragic losses of Drs. Douglass, Hogben and Saber. We understand that these men were special in their devotion to Concordia, their colleagues, and their students.

As you know, our Committee has given a great deal of attention to the matter of violence on our campuses. We know that being touched by it and having to deal with it is very painful. Our thoughts are with you in these and the coming days.

Sincerely,
Marilyn Taylor
Chair, Status of Women Committee

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Professor June Chaikelson
Vice-President, CUFA
Concordia University

Dr. Patrick Kenniff
Rector
Concordia University

We were saddened and appalled to hear the news of the shootings at Concordia University and of the deaths and injuries to so many employees. We know the anguish that this has brought to their families, colleagues, students and friends. We hope that you will convey our sympathy to the entire Concordia community but especially to the families of the victims. Faced with such senseless tragedy, one wishes that one could do more.

Our sympathy goes out to you in this most difficult time.

Yours sincerely,

Alan Andrews
President

Donald C. Savage
Executive Director

Focus on Faculty (Page 5)

Rights Restored in B.C. (Page 6)

Int'l Space University (Page 8)

LETTERS/COURRIER

A question of relevance

I read with interest "Morris Wolfe ponders the NRC's belated action in the Freeman affair" June 1992. It is not clear who Morris Wolfe is, or why we should be interested in his ponderings, but at any rate, it dealt with the publication in a scientific journal, Canadian Journal of Physics, of an article irrelevant to science.

From the tone of Morris Wolfe's pondering, I gather that we should criticize the journal not only for irrelevance, but also for publishing material offensive to women. Morris Wolfe relates it, without evidence or reasoning, to a murder of a woman scholar in Cambridge, Massachusetts.

Five pages further on, there is a book review of "Fiji, Race and Politics in an Island State," by Michael C. Howard (UBC Press, 1991). Without any assistance from Morris Wolfe, I could see that this review is irrelevant to the concerns of the CAUT *Bulletin*. From the review, the hook says nothing about education systems, funding, scholarship, academic freedom, sex ratios in universities, or even about Canada. Yoo-hoo, there, Canadian Journal of Physics.

As long as you are reviewing irrelevant works, I would like to ask you to review mine. It was also published by UBC Press in 1991, and is a translation of a book about historical writing in ancient Japan, between 697 and 901. I think it qualifies for review, being more irrelevant than Race and Politics in Fiji, which is at least contemporary.

John S. Brownlee
East Asian Studies
University of Toronto

CAUT decided to review the book on Fiji because it has joined with faculty associations in Fiji and elsewhere to protest the attacks on academic freedom in that country and because Canada has had a substantial university aid and assistance program in that country. It would have been helpful if we had said this in the first place. - Ed.

Radical feminism intolerant?

Prof. Stebbins' long list of isms ("Isms unlimited" June 1992) notably does not include the two which are essential for a free university: scepticism and criticism.

Radical feminism, which commonly dominates Women's Studies departments, comes on as an absolutist and pervasive ideology which tolerates neither. One should expect, then, that academics of both genders will be concerned about its institutionalization in the university.

The fundamental tenets and the political tactics of radical feminist organizations merit an extended critical review, which the CAUT *Bulletin* has not allowed. A national professional association with a large membership must recognize a diversity of views on social and political issues: a professional association which is politicized will lose not only credibility but membership.

I and other individual academics at the University of Alberta have withdrawn financial support for the CAUT, and suggest that readers who share our perspective of the situation do the same.

Ruth Gruhn
Anthropology
University of Alberta

Under article 5.7 of the constitution individuals may write the Executive Director and request that their names be removed from the CAUT register. CAUT is a federation of faculty associations so the faculty association would have to continue to pay CAUT the membership fee for the individual and thus collect it or pay it out of its general revenues unless the member resigns from the local faculty association. The only use CAUT makes of the computerized mailing list of individual affiliated members is to mail the CAUT Bulletin, so the practical effect is to eliminate from the Bulletin's mailing list the names of those who request to be removed from the register. - Ed.

GST boosts cost of scholarship

The June issue with the letter by Jennifer Brown on impacts of GST arrived the same day (June 10) as my April issue of *Analytical Proceedings* published by the Royal Society of Chemistry. The latter is now slow to arrive because it is re-mailed in the U.S. to overcome the GST-related problems recently outlined by Clive Holloway. Moreover, a glance at its masthead now shows clearly Canada's least-favoured nation status.

The price of this modest journal is given as follows: European Community £ 123, Rest of World £ 139, USA $US 263 (including air-speeded delivery) that's about £ 144, and Canada £ 146 (excluding GST) or £ 156 out of pocket by the time the tax is paid. The Canadian cost is thus 27 per cent higher than the European Community cost.

As surely as if there were a formal censorship barrier, this will cut Canadian scholars off from the ready flow of current information. One is unhappily reminded by these occurrences, and the smokescreen of concern about cross-border shopping, and the lengthening breadlines in our country, of the parody on the Horst Wessel Lied sung surreptitiously in Nazi Germany:

Die Preise hoch, die Grenzen fest geschlossen,
So hungern wir im festen Schritt und Tritt.
Hitler, Göbels und die anderes Volksgenossen,
Sie hungern auch — im Geiste — mit uns mit!

All too many German academics observed the changes in their country passively from the sidelines. Will we do the same as today's changes overtake us?

George Atkinson
Chemistry
University of Waterloo

Rights without responsibility?

Having just read the new CAUT president's editorial in the June 1992 *Bulletin*, I am, as on previous occasions, very disturbed by and much concerned about the attitude it conveys about social programs in general: they are supposed to be our right without even a hint of our corresponding responsibility. It must soon become clear to all that we will not be able in the future to get anything for nothing.

Before talking about "enshrinement," the president must first come seriously to grips with the two basic but generally missing questions about our very valuable social programs: a) who is going to pay and how and why?, and b) what do we as individuals give back for receiving the benefits of such programs?

Perhaps we should consider such things as public works (anathema to some), or payments when able and working making such assistance a form of loan, or making such programs true prepaid insurance plans rather than tax burdens.

Otherwise we are burdening our descendants intolerably or else causing a level of inflation which will devastate those on pensions.

I would like to repeat: we cannot expect forever to get something for nothing.

Dr. J.V. Frei
University Hospital
London, Ont.

Taking a stand on Guatemala

Secretary of State for External Affairs, Barbara McDougall, has asked me to reply to your letter of March 6, 1992 regarding the position of the Government of Canada at the 48th Session of the United Nations Commission on Human Rights (UNCHR) in Geneva, and in particular the resolution on Guatemala.

The human rights situation remains Canada's primary preoccupation in our policy towards Guatemala. President Serrano has committed his government to a negotiated peace and improved respect for human rights in Guatemala. However, the Canadian government remains concerned that the incidence of human rights abuses has not yet been effectively reduced. We therefore continue to make our concerns about human rights violations known to President Serrano and other Guatemalan authorities, both bilaterally and in international fora such as the UNCHR.

Together with a number of other delegations, Canada urged that Guatemala be considered under Item 12 of the commission's agenda, along with other key country situations. Unfortunately, the majority of countries represented at the commission did not support this view, and it became clear that if the question had gone to a vote under Item 12 it would have been soundly defeated.

Our efforts were, however, sueeessful in achieving substantive improvements in the text of a resolution which was adopted under another agenda item (19). In addition to renewing the mandate of the independent expert, Mr. Tomuschat, the resolution cites the persistence of serious human rights violations in Guatemala, including the grave situation faced by indigenous people.

It also draws attention to the involvement of members of the security forces and civil self-defence committees in human rights violations and calls for the abolition of those committees. Most importantly, the resolution provides, for the first time, for possible consideration of the situation in Guatemala under agenda Item 12 if substantial improvement in the human rights situation in that country has not taken place by the time the commission meets next year.

Canada wishes to encourage and assist the Government of Guatemala to make progress toward improving the human rights situation. The Government of Guatemala is fully aware of our expectation that substantial, tangible improvements in the human rights situation will continue to be made.

The Canadian delegation in Geneva worked diligently to ensure that the UNCHR adopted an effective strategy to accomplish this goal. We are confident that the outcome on Guatemala is the best that could have been obtained this year.

Thank you for writing to share your concerns about the human rights situation in Guatemala.

David Hallman
Policy Planning Staff
External Affairs and
International Trade Canada

Nova Scotia, B.C. won't harmonize

Mr. Fred Wilson,
CAUT

Thank you for your letter concerning the treatment of books and periodicals under a harmonized sales tax system.

Please be assured that the province has no plans at this time to harmonize its sales tax base with the Federal Goods and Services Tax. Predominate among the many issues considered by government in taking this position was the increased tax base of the GST verses the Health Services Tax.

It is felt that expansion of the provincial sales tax base would place too great a burden on the taxpayers of Nova Scotia. The province remains understanding of the problems associated with the taxation of books, as evidenced by our exempt treatment of books under the Health Services Tax.

I trust this helps to clarify the province's current position regarding harmonization. You can be assured however that your concerns will be taken into account as the province continues to monitor this important tax policy matter.

Thank you once again for taking the time to express your views on this issue.

Don W. Cameron
Premier, Nova Scotia

Mr. Fred Wilson,
CAUT

Thank you for your letter of February 24, 1992, in which you express your opposition to the harmonization of the provincial sales tax (PST) with the federal goods and services tax (GST), with particular emphasis on the impact this would have on the cost of educational materials.

The government of British Columbia has consistently opposed the introduction of the GST and has no plans to harmonize the provincial sales tax with the federal tax. There are several reasons for our position on this issue.

First, harmonization would not increase provincial tax revenues unless the PST rate was also raised. This is because the additional revenue generated by imposing the tax on services would be roughly offset by the loss of revenue currently paid by businesses on their inputs (about 45 per cent of total sales tax revenue is currently paid by businesses).

Second, harmonization would require taxing such items as children's clothing, books and magazines, and various other items and services which are not currently taxed under the PST. This would contribute to inflation and damage consumer confidence.

Third, the government is very concerned that harmonization would adversely affect key sectors of the provincial economy, particularly the tourism indtstry.

One argument in favour of harmonization is the federal government's insistence, until recently, that provinces harmonize their sales tax bases for goods with the federal GST base before it will agree to collect provincial sales taxes at the border.

It is this government's position that all applicable taxes, including the PST, should be collected from cross-border shoppers at the border. In our view, the failure to collect the PST is unfair to the vast majority of British Columbians who shop in this province and contribute to funding the important social programs all British Columbians enjoy.

British Columbia, along with almost all other provinces, has rejected the federal government's requirement to harmonize as unnecessary and inappropriate.

Thank you again for writing to make me aware of your views.

Glen Clark
Minister of Finance and Corporate Relations
Province of British Columbia

Comments? Questions?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

Write, telephone or fax:

CAUT
294 Albert St., Suite 308
Ottawa K1P 6E6
telephone (613) 237-6885 fax (613) 232-0494

Courrier des lecteurs

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de lACPU ou a été suffisamment débattu par d'autres correspondants.

ACPU
294 rue Albert, bureau 308
Ottawa K1P 6E6
Téléphone (613) 237-6885
Télécopieur (613) 232-0494

EDITORIAL/ÉDITORIAL

Alan Andrews

EPF should be back on constitutional agenda

In June, Roy Romanow spoke in the Saskatchewan legislature on the state of the constitutional discussions. He said that Saskatchewan was committed to dealing with the current situation whereby the federal government unilaterally off-loaded transfer programs like the Established Programs Financing (EPF) arrangements for post-secondary education and medicare on to the provinces. On EPF, he said, the federal government had rejected constitutionalizing the current arrangements.

Others to whom CAUT has spoken have told us that there was general agreement among the first ministers that the constitutional table had too much on it. This was the explanation for not having pursued CAUT's recommendation that the arrangements for EPF should be constitutionalized, or for that matter the recommendation from the first of the citizens' constitutional conferences that asymmetrical federalism was the way to accommodate the needs of both Quebec and the rest of Canada. What has not been explained is why federal-provincial financial arrangements were not seen as a priority for the so-called Canada Round.

What CAUT had proposed was explicit constitutional recognition of post-secondary education as a shared responsibility of Canada's governments, federal and provincial, with separate arrangements for Quebec. We even drafted the necessary language for an appropriate constitutional amendment. None of the provincial premiers had anything to lose by supporting the proposal, and some had much to gain. True, the federal government would have had to reconsider its unilateral decision to abdicate its role in post-secondary education by running down the cash payments Ottawa has traditionally made to the provinces. It could, however, have justified a reversal in the interests of national unity.

What this federal government has been doing fractures rather than strengthens Canadian unity. The Mulroney Tories have indicated that they will base their policy on the previously existing transfer of tax points from the federation to the provinces for post-secondary education and medicare and cut out the cash. But of course what this does is to increase the differences among Canadians. Those living in the poorer provinces either face higher taxes or poorer services. It thus becomes relatively more expensive to be a Canadian with all the rights and privileges thereto in a have-not province. The further consequence is that the hopes of prospective students and their parents in the poorer provinces become increasingly frustrated. What, they must sometimes ask does it mean to be a Canadian?

Not only does the decline in funding, together with the attempt to offload the costs increasingly on to the students through increased fees, result in more limited accessibility, governments are increasingly tempted to redirect tax dollars which could be spent on needed services to subsidize business and industry. The results often prove unsuccessful, sometimes disastrous: consider that shameful symbol, the Westray mine in Nova Scotia. Or, at the federal level, the decision to spend $4.4 billion of taxpayers' dollars on military helicopters to deal with the vanished red menace.

The provincial premiers did not need to allow EPF to be swept from the constitutional discussions on the grounds of an overloaded agenda. Canadians should be pleased that some progress was made towards aboriginal self-government, belated and delayed though it is. Constitutional recognition of Quebec as a distinct society is no more than a confirmation of reality. On the other hand, the debate over the Senate seems somewhat removed from reality and is a poor substitute for tackling the real issues in Canadian society.

The language on the social charter, agreed to in July, is hollow. It's a concession to Bob Rae but for him a meaningless achievement. What it leaves out is far more revealing than what it includes. The real social charter in Canada, lo, these many years, has been in programs like the Canada Pension Plan, Family Allowances, Unemployment Insurance, the Canada Assistance Plan, Established Programs Financing, and so on. These are what we pay taxes for, and on the whole gladly. All of them have been weakened by the present federal government.

Which brings us back to EPF. Since the boys didn't resolve the issue, the battle remains to be fought. CAUT will continue to lobby vigorously for the policy position it took last year, that a strong federal presence in the financing of post-secondary education and research be maintained. Our expectation is that there will be an attempt to slough off future discussions to meetings of the country's finance ministers. This is not good enough. EPF should remain on the first ministers' agenda. We need to make sure that they pay attention.

Le FPE: le réinscrire au menu constitutionnel

En juin dernier, devant l'assemblée législative de la Saskatchewan, Roy Romanow a fait le point sur les discussions constitutionnelles. Il a déclaré que la Saskatchewan s'engageait à s'occuper de la situation actuelle par laquelle le gouvernement fédéral cédait unilatéralement aux provinces des programmes de paiements de transfert comme les accords du Financement des programmes établis (FPE) au titre de la santé et de l'enseignement postsecondaire. Sur la question du FPE, il a ajouté que le gouvernement avait refusé d'inscrire dans la Constitution les accords actuels.

D'autres ont confié à l'ACPU que les premiers ministres convenaient en général que le menu constitutionnel était trop chargé. Voilà le motif que l'on nous a donné pour expliquer l'abandon de la recommandation de l'ACPU préconisant l'enchâssement dans la constitution des accords du FPE ou celle de la première des conférences constitutionnelles des citoyens en faveur d'un fédéralisme asymétrique pour satisfaire les besoins du Québec et du reste du Canada. Cependant, on n'a pas expliqué pourquoi l'on ne considérait pas comme prioritaires les accords fiscaux fédéraux-provinciaux dans la soi-disant ronde Canada.

L'ACPU avait proposé une reconnaissance explicite dans la constitution de l'enseignement postsecondaire comme une responsabilité partagée des gouvernements fédéral et provinciaux assortie d'ententes distinctes pour le Québec. Nous avons même rédigé un projet de libellé pour une modification appropriée de la constitution. Aucun des premiers ministres provinciaux avait quelque chose à perdre en appuyant le projet et certains avaient même beaucoup à y gagner. Il est vrai qu'il aurait fallu que le gouvernement fédéral revienne sur sa décision d'abandonner son rôle dans le domaine de l'enseignement supérieur par la réduction graduelle des paiements de transfert traditionnellement versés aux provinces. Toutefois, il aurait pu justifier cette volte-face dans l'intérêt de l'unité nationale.

Les gestes du gouvernement fédéral, au lieu de renforcer l'unité canadienne, l'ont plutôt fracturée. Les Conservateurs de Mulroney ont laissé entendre que leur politique serait fondée sur le programme de transfert de points d'impôt du fédéral aux provinces qui existait auparavant au titre de l'enseignement postsecondaire et des soins de santé mais qu'ils supprimeraient les paiements en espèces. De toute évidence, cette mesure ne fera qu'élargir les différences entre les Canadiens. Les résidents des provinces moins nanties font face soit à des impôts plus élevés, soit à des services médiocres. Il devient donc relativement dispendieux d'être Canadien ou Canadienne et de jouir de tous les droits et privilèges s'y rattachant dans une province pauvre. L'autre conséquence est que l'espoir des futurs étudiants et de leurs parents habitant les provinces moins fortunées est de plus en plus frustré. Ils doivent parfois se demander à quoi cela sert d'être Canadien.

La diminution des subventions ajoutée aux tentatives de céder de plus en plus le fardeau des coûts aux étudiants en augmentant les droits d'inscription non seulement limite davantage l'accessibilité aux études, mais incite de plus en plus les gouvernements à réorienter les dollars fiscaux, qui pourraient être consacrés à des services nécessaires, pour subventionner les entreprises et l'industrie. Les tentatives échouent souvent et parfois de manière désastreuse. À preuve, l'exemple honteux de la mine Westray en Nouvelle-Écosse, ou, à l'échelle fédérale, la décision de dépenser 4,4 milliards de dollars des contribuables pour l'achat d'hélicoptères militaires dans le but de faire face à la menace communiste qui n'existe plus.

Il n'était pas nécessaire que les premiers ministres suppriment le FPE des discussions constitutionnelles sous prétexte d'un ordre du jour surchargé. Les Canadiens devraient se féliciter du progrès, bien que tardif, accompli sur la question d'un gouvernement autonome pour les autochtones même s'il est soumis à d'autres délais. La reconnaissance constitutionnelle du Québec en tant que société distincte n'est plus qu'une confirmation de la réalité. D'autre part, le débat sur le sénat, quant à lui, semble s'éloigner quelque peu de la réalité. Une objection de fond à cet aspect de l'accord Pearson est qu'il semble certain d'augmenter le coût du gouvernement aux dépens, sans doute, des services que ce même gouvernement pourrait fournir aux citoyens. L'abolition du sénat permettrait de contrer cet effet. Le débat autour du sénat est un piètre substitut à celui sur les vrais problèmes de la société canadienne.

Le libellé sur la charte sociale dont ont convenu les premiers ministres en juillet sonne creux. *Ils ont fait cette concession à Bob Rae mais sa victoire est bien mince. Ce qui a été* écarté est beaucoup plus révélateur que ce qui y est inclus. Depuis de nombreuses années, la vraie charte sociale au Canada se trouve dans des programmes comme le Régime de pensions du Canada, les allocations familiales, l'assurance-chômage, le Régime d'assistance publique du Canada, le Financement des programmes établis, etc. C'est à ces programmes que nos impôts vont et, dans l'ensemble, nous en sommes heureux. Toutefois, ils ont tous été victimes du couperet du gouvernement fédéral actuel.

Ce qui nous ramène au FPE. Puisque les gars n'ont pas réussi à résoudre le problème, la bataille n'est pas terminée. L'ACPU va continuer à exercer de vigoureuses pressions et maintenir sa position de l'année dernière en faveur d'une présence fédérale forte dans le financement de l'enseignement postsecondaire et de la recherche. Nous nous attendons à ce que l'on relègue les futures discussions aux rencontres des ministres provinciaux des finances. Ce n'est pas suffisant. Le FPE doit demeurer à l'ordre du jour des premiers ministres. Nous devons nous assurer qu'ils s'occupent de la question.

CAUT CALENDAR

Consortium	Sep. 10
CAUT Executive	Sep. 16-17
Coop Executive & Board	Sep. 17
Council	Sep. 19-20
Consortium	Oct. 8
SWC (Halifax)	Oct. 14-15
SWC Workshop (Halifax)	Oct. 15-18
Defence Fund (Montreal)	Oct. 17-18
AF&T Cmtt.	Oct. 30-31
Consortium	Nov. 4
Consortium	Nov. 12
Coalition for PSE Conf.	Nov. 14-15
Consortium Briefing	Nov. 15
Consortium Lobby	Nov. 16-19
Librarians Meeting (Halifax)	Nov. 25-26
Librarians Conference (Halifax)	Nov. 26-28

CALENDRIER DE L'ACPU

Consortium	10 septembre
Comité de direction	16-17 sept.
Comité de direction (Coop)	17 septembre
CNC	18 septembre
Conseil	19-20 sept.
Consortium	8 octobre
CSF (Halifax)	14-15 oct.
Atelier (CSF) (Halifax)	15-18 oct.
Caisse de défense (Montréal)	17-18 oct.
CLUPE	30-31 oct.
Consortium	12 novembre
Séance d'information (Consortium)	15 novembre
Lobby parlementaire (Consortium)	16-19 nov.
Comité des bibliothécaires (Halifax)	25-26 nov.
Atelier des bibliothécaires (Halifax)	26-28 nov.

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President/Président: Alan Andrews
Executive Director/Directeur général: Donald C. Savage
Associate Executive Director/Directeur général associé: Gordon C. Piché
Professional Officer/Agente professionnelle: Liza Duhaime
Editorial Assistant/Adjointe à la rédaction: Louise D'Anjou
Advertising & Circulation/Publicité et diffusion: Stella Cosentino
Translation/Traduction: Louise Caron

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TRIBUNE LIBRE/COMMENTARY

'Outside Agitators': Who's Paying for What?

Michael Keefer

Depuis quelques années, des débats sur le «conformisme politique» (ou «political correctness») — c'est-à-dire, sur le féminisme, le multiculturalisme, et la situation des minorités raciales et sexuelles — ont secoué les campus américains. Plus récemment, des journalistes et des politiciens ont voulu s'y mêler. Derrière ce début, Michael Keefer met en évidence l'existence d'un réseau d'organisations du droit américain qui visent, depuis la fin des années 70 et avec l'appui d'énormes ressources financières, à influencer le discours universitaire et la formation des jeunes intellectuels, et ainsi à légitimer la «révolution» des années Reagan-Bush et à contrarier ses critiques.

In October 1990 George B. Munroe, the chairman of the trustees of Dartmouth College (and retired chairman of Phelps Dodge Corporation), denounced in the *Wall Street Journal* the sustained interventions on the Dartmouth campus of what it is tempting to describe as "outside agitators." He was referring to the *Dartmouth Review* — the first, and still the most notorious, of sixty off-campus newspapers of an ultra-conservative tendency which currently promote bigotry and misogyny on fifty-seven American campuses — and, more particularly, to its powerful off-campus backers.

Launched in 1980 and distributed free, the *Dartmouth Review* has been supported by a series of substantial donations from the John M. Olin Foundation (which is headed by former Treasury Secretary Willam E. Simon). Prominent conservatives who lack any affiliation with Dartmouth College — Patrick Buchanan, William F. Buckley, George Gilder, and William Rusher — have lent their names and prestige to the *Dartmouth Review*: they are presumably not ashamed to be associated with a student newspaper that entertains its readers with overtly racist articles and with slogans like "Genocide means never having to say you're sorry."

Munroe notes that the *Review*'s student writers have been "rewarded by their national benefactors with prestigious jobs in government, public-policy institutes, and national media" — a pattern exemplified by the career of one such writer who has since become famous. Dinesh D'Souza, an early editor of the *Review*, moved on to edit *Prospect*, the magazine of an alumni group at Princeton opposed to that university's liberal stance on gender issues, and concurrently wrote an adulatory biography of the evangelist Jerry Falwell. In 1985 he was rewarded for these activities with the position of Domestic Policy Analyst in the Reagan White House, and was subsequently made a Fellow of the American Enterprise Institute, a conservative think-tank where (with the help of a grant from the Olin Foundation) he wrote *Illiberal Education*.

The high-priced and powerfully-sponsored intervention in student life at Dartmouth College of which George B. Munroe complained is not an isolated phenomenon. Rather, as research by Jon Wiener, Sara Diamond and others would suggest, it is part of a concerted effort by American neoconservatives to recruit young talent, reward correctly neoconservative scholarship, and, more generally, "take the intellectual initiative away from the academic left and give scholarly legitimacy to Reaganite social and economic policies" (Wiener 12).

Conservative organizations like the Intercollegiate Studies Institute, which was founded in 1952 by associates of William F. Buckley and continues to sponsor conferences on congenial subjects, are a familiar if peripheral part of the American academic scene. However, the founding of the Institute for Educational Affairs in 1978 by Irving Kristol and former Treasury Secretary William Simon signalled the arrival of a more activist (and more expensive) kind of intervention in higher education. Supported by corporate foundations (among them Coors, Earhart, Mobil, Olin and Smith-Richardson), the IEA has from its inception served to funnel resources from them to sectors of the academy judged deserving — according to its political criteria. These sectors have included student newspapers like the *Dartmouth Review* and faculty organizations like the Campus Coalition for Democracy, founded in 1982. (The CCD's orientation and its connections with high government circles are indicated by the fact that at a conference it held on Central America in 1983, the plenary speaker was Jeane Kirkpatrick, while panel speakers "included Assistant Secretary of State Elliot Abrams, Penn Kemble of the Institute on Religion and Democracy, Michael Ledeen of the Center for Strategic and International Studies, William Doherty of the American Institute for Free Labor Development (AIFLD), and contra leader Arturo Cruz" [Diamond 46].)

Stephen Balch, the head of the Campus Coalition for Democracy, helped in 1987 to launch a successor organization, the National Association of Scholars, of which he is the president. The NAS, which now claims more than 1,750 members, has close connections with the Institute for Educational Affairs. In fact, the Madison Center, founded in 1988 by Allan Bloom (author of *The Closing of the American Mind*) and William Bennett (who was then Secretary of Education) as an affiliate of NAS, merged in 1990 with the IEA, which now calls itself the Madison Center for Educational Affairs.

The National Association of Scholars has been remarkably successful in gathering media attention (it has been described by John Elson in *Time* as "the cutting edge of faculty opposition to the excesses of multiculturalism and the replacement of traditional curriculums with courses about race and gender issues"). NAS is also remarkably well-funded. According to Sara Diamond's "preliminary survey" of tax returns from some of the foundations that also support the IEA-Madison Center, NAS receives well over a quarter of a million dollars annually from these sources. (By way of comparison, the Association of Canadian College and University Teachers of English, which has nearly two-thirds as many members as NAS claims, received $17,484 in 1991 from the Social Sciences and Humanities Research Council of Canada.)

The sums disbursed annually by neoconservative foundations in the US are indeed staggering. In 1988, for example, the Olin Foundation alone made grants of $55 million within the American university system (Wiener 12) — an amount comparable to the entire annual budget of the Social Sciences and Humanities Research Council of Canada. According to Jon Wiener, some of the recipients of this money were the following:

Allan Bloom: $3.6 million to operate the University of Chicago's John M. Olin Center for Inquiry into the Theory and Practice of Democracy;

Samuel Huntingdon: $1.4 million to establish the Olin Institute for Strategic Studies at Harvard, $618,000 for the Olin Program in National Security Affairs, plus $100,000 as an Olin Research Fellow;

Irving Kristol: $376,000 as John M. Olin Distinguished Professor at the NYU Graduate School of Business Administration, and as holder of a John M. Olin Fellowship at the American Enterprise Institute in Washington;

Robert Bork: $163,000 as holder of a John M. Olin Chair in Legal Studies.

According to Gerald Graff and Gregory Jay, the 1990 annual report of the Olin Foundation records disbursements of a further sum of almost $21 million. Some of this money went to individuals — among them Dinesh D'Souza, who received $70,000, with a further $20,000 to support promotion of his book *Illiberal Education*, Robert Bork ($230,630), Irving Kristol ($124,000) and William J. Bennett ($175,000). Some of it went to organizations like the National Association of Scholars ($125,000) and the Intercollegiate Studies Institute ($106,200). And some went into publications like William F. Buckley's *National Review* ($125,000) or the *Dartmouth Review* ($175,000), or into TV series like Milton Friedman's "Free to Choose" ($150,000) and William F. Buckley's "Firing Line" ($550,000 for 1991-92).

Grants from neoconservative foundations to university scholars appear to come with strings attached. At UCLA, for instance, student recipients of Olin Fellowships in the Olin Program in Law and Economics launched in 1985 were required to attend courses "directed by John M. Olin Scholars — faculty members receiving Olin money," and to attend "the John M. Olin Symposium in Law and Economics, which brought prominent right-wing advocates to the campus, among them [Robert] Bork...." The UCLA law school discontinued the program after a year, on the grounds that Olin was "taking advantage of students' financial need to indoctrinate them with a particular ideology" (qtd. by Wiener 13).

What are Canadian observers of the American 'political correctness' controversy — which during the past eighteen months has also, willy-nilly, become our own — to make of all this? The first reaction of many scholars (whether Canadian or American) may be one of envy. As Jon Wiener remarks, "Academics on the left, struggling with student papers, staying up late to finish tomorrow's lecture and working weekends on that big article, look enviously at their ideological antagonists, who are freed from time-consuming tasks by generous grants from Olin and other dispensers of neocon largesse" (Wiener 13).

On another level, there is a sad irony to the fact that some of the most strident protesters against the politicizing of the academy — most notably Allan Bloom and Dinesh D'Souza — would seem to have themselves participated in (and profited from) a well-organized campaign to bring the American university system into conformity with the neoconservative political vision of the Reagan-Bush revolution. The suggestion that they have been engaged in polarizing and politicizing higher education is one that Bloom and D'Souza would no doubt reject with indignation. For, as Terry Eagleton has remarked, "one person's rigidity is, notoriously, another's open-mindedness. His thought is red-neck, yours is doctrinal, and mine is deliciously supple" (4).

The suppleness of American neoconservatives on such issues as academic freedom and freedom of speech (which have been the basis of their complaints about 'political correctness') may indeed seem amusing. But an assault on the integrity of research funding in the universities on the scale documented here — and one which commands such powerful resources in government, in the media, and in corporate foundations — is, finally, no laughing matter.

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Michael Keefer is a member of the English Department of the University of Guelph, and President of the Association of Canadian College and University Teachers of English (ACCUTE). His recent publications include an edition of Christopher Marlowe's play Doctor Faustus (1991). He has also prepared an annotated bibliography of material on "Political Correctness", including books, newspaper and journal articles, it contains approximately 150 items.

The views expressed are solely those of the author and not of CAUT.

Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary in the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

L'ACPU accepte les articles de 1500 mots et moins portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejetés. L'ACPU espère publier un article par numéro selon la qualité et la quantité des textes soumis. Veuillez transmettre les articles par courrier électronique (CAUT@Carleton.ca) ou sur disquette (Word Perfect 5.1).

Focus on Faculty /Pleins feux sur les professeurs

Academics are often honoured for their achievements and contributions in teaching and research. As a new bi-monthly feature of the ***Bulletin, Focus on Faculty*** *will report on awards, honours, fellowships and prizes awarded to Canadian university academic staff. Particular focus is on provincial, national and international awards of merit. The* ***Bulletin*** *welcomes receiving notice of any awards or honours for academic staff for inclusion in this column, space permitting.*

Les universitaires sont souvent honorés pour leurs réalisations et leurs contributions en recherche et en enseignement. La nouvelle chronique du ***Bulletin, Focus on Faculty (Pleins feux sur les professeurs)****, qui paraîtra tous les deux mois, présentera les prix, honneurs, bourses et récompenses décernés à des universitaires canadiens. On signalera surtout les prix provinciaux, nationaux et internationaux. Toutefois, la rédaction du* ***Bulletin*** *acceptera tout autre avis de prix ou d'honneurs pour cette chronique s'il y a de l'espace.*

NSERC Awards

Canada Gold Medal for Science and Engineering

The 1992 winner of the Gold Medal for Science and Engineering is **William S. Fyfe** (Earth Sciences) Western Ontario. The Gold Medal is awarded to an individual in recognition of sustained and outstanding contributions to Canadian research in the natural sciences and engineering.

E.W.R. Steacie Memorial Fellowships

The Steacie Fellowships are awarded to enhance the career development of outstanding and highly promising scientists who are staff members of Canadian universities. Steacie Fellows for 1992-93 are **Gilles Brassard** (cryptographie) Montréal; **Norman J. Dovichi** (Analytical Chemistry) Alberta; **David B. Layzell** (Plant Physiology) Queen's and **Edwin A. Perkins** (Mathematics) UBC.

The Steacie awards are named after Dr. Edgar William Richard Steacie, a physical chemist and President of NRC from 1952 to 1962, who did much to encourage young researchers. Successful fellows are relieved of any teaching and administrative duties, enabling them to devote all their time and energy to research for up to two years.

Foundations of Education Award

William Hare (Education and Philosophy) Dalhousie, has won a first place award for 1991 from the Canadian Association of Foundations of Education for his article in the Canadian Journal of Education on the Keegstra case in Alberta.

3M Teaching Fellowships

The 3M Teaching Fellowships are given to university teachers who not only excel in the teaching of their own courses, but also demonstrate an exceptionally high degree of leadership and commitment to the improvement of university teaching across disciplines. The 1992 fellows, announced in July, are **Arshad Ahmad** (Finance) Concordia; **Guy Allen** (Interdisciplinary Studies) Toronto; **William Barnes** (English) Queen's; **Joseph Cunsolo** (Mathematics and Statistics) Guelph; **David Fnot** (Economics) Toronto; **Diane Labreche** (droit) Montréal; **Harry Murray** (Psychology) Western Ontario; **Susan Stanton** (Rehabilitation Medicine) UBC; **Elizabeth Tunasonis** (History in Art) Victoria; and **Wayne Weston** (Family Medicine) Western Ontario.

Friend of the Escarpment Award

Doug Larson (Botany) Guelph, has received the "Friend of the Escarpment" Award from the Ontario government in recognition of this research on the Niagara Escarpment ecosystem.

Bell Canada Forum Award

Alan Davenport (Engineering Science) Western, was won the 1992 Bell Canada Forum Award for excellence in furthering corporate-university cooperation in research.

From left to right: Iswar Chakravartty, Donald Hair, Trichy Sankaran, OCUFA President and award presenter Bill Graham, Jan Rehner, Stewart Moore, Vivien Ludwin, Ruth Whitehead, Maati Saari and Nigel Bunce. Missing: Donald Wigfield and Jeri Wine.

OCUFA Academic Librarianship Award

The second annual OCUFA Academic Librarianship Award, honouring a librarian who has made a significant contribution to scholarly achievement in the university community, has been awarded to **Vivien Ludwin** (Bracken Library) Queen's.

OCUFA Teaching Awards

The OCUFA Teaching Awards honour faculty members who have made significant contributions in the areas of instruction, teaching and course development. Recipients of 1991 Awards, presented at a ceremony at McMaster University in June 1992 are **Nigel Bunce** (Chemistry and Biochemistry) Guelph; **Iswar Chakravartty** (Mathematics) Trent; **Donald Hair** (English) Western Ontario; **Stewart Moore** (Social Work) Windsor; **Jan Rehner** (Centre for Academic Writing) York; **Matti Saari** (Psychology) Nipissing; **Trichy Sankaran** (Music) York; **Ruth Whitehead** (Educational Studies) Ottawa; **Donald Wigfield** (Chemistry) Carleton; and **Jeri Wine** (Applied Psychology) OISE.

Michael Smith

James D. Wuest

Francois Wesemael

Jack L. Granatstein

Royal Society of Canada Awards

The 1992 Royal Society medals and awards, named to honour the memory of past Fellows and given in recognition of high achievements and outstanding contributions in the fields of research in all disciplines, have been announced. Recipients include Flavelle Medal: **Michael Smith** (Biochemistry) UBC; Rutherford Chemistry Medal: **James D. Wuest** (chimie) Montréal; Rutherford *Physics Medal:* ***Francois Wesemael*** (physique) Montréal; and the J.B. Tyrrell Historical Medal: **Jack L. Granatstein** (History) York.

Prix Gottfried Wilhelm Liebniz

Jan Veizer (géologie) Ottawa, a mérité l'un des plus prestigieux prix européens dans le domaine de la recherche scientifique, le prix Gottfried Wilhelm Liebniz, d'une valeur de 3 millions de Deutchmark (2.1 millions $), attribué par la Fondation pour la recherche allemande (DFG).

Ron Stratford Memorial Award

Wanda Thomas Bernard (Maritime School of Social Work) Dalhousie, was been awarded the 1992 Ron Stratford Memorial Award by the Nova Scotia Association of Social Workers. The annual award recognizes innovative community work.

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Gallup sheds some light for those in glass houses

Politicians are fond of saying that the public is suspicious of universities and university professors and this justifies their underfunding of the university system and their calls for more bureaucratic controls. They should look at home first.

The Gallup Poll has recently released data showing the results of polls in which Canadians were asked how they would rate the honesty and ethical standards of people in various professions. Gallup has asked the same question four times since 1982. The answers are revealing.

In this period the rating for doctors, who are at the top, rose in the category "high, very high" from 59 per cent to 64 per cent and university teachers rose from 40 per cent to 51 per cent (with 35 per cent saying average).

MPs declined from 14 per cent to 11 per cent, advertising executives remained the same at 13 per cent, business executives rose from 18 per cent to 22 per cent, and labour leaders rose from 12 per cent to 14 per cent.

The negative responses for university teachers were 5 per cent and for politicians 49 per cent. People who live in glass houses...

Un sondage Gallup révélateur

Les politiciens se plaisent à dire que la population se méfie des universités et de leurs professeurs, ce qui les justifie de financer insuffisamment le système universitaire et de demander un contrôle plus bureaucratique. Ils devraient d'abord regarder dans leur cour.

Dans un récent sondage Gallup, on a demandé aux Canadiens de coter l'honnêteté et les normes éthiques de diverses professions. La maison Gallup a posé la question quatre fois depuis 1982. Les réponses sont révélatrices.

Cette fois-ci, les médecins, classés au sommet, sont passés de 59 p. 100 à 64 p. 100, dans la catégorie «élevée, très élevée» et les professeurs d'université sont passés de 40 p. 100 à 51 p. 100, avec 35 p. 100 les classant dans la moyenne.

Les députés ont chuté de 14 p. 100 à 11 p. 100, les directeurs de publicité sont demeurés à 13 p. 100, les dirigeants d'entreprise ont grimpé de 18 p. 100 à 22 p. 100 et les chefs syndicaux sont passés de 12 p. 100 à 14 p. 100.

Le taux de réponses négatives pour les professeurs d'université était de 5 p. 100 alors que celui des politiciens était de 49 p. 100. Ceux qui critiquent les autres...

After 15 years B.C. faculty regain the right to organize

By Maureen Kilgour
CAUT Collective Bargaining Cooperative

Faculty members at British Columbia universities have regained a freedom they lost fifteen years ago.

The NDP government of British Columbia has acted on its commitment to repeal a section of the University Act which had prevented university faculty from forming trade unions. Full collective bargaining rights have now been restored to over 3,000 university faculty members in British Columbia.

Section 80 of the University Act of British Columbia stated that "the Industrial Relations Act does not apply to the relationship of employer and employee between a university and its faculty members."

The Social Credit government took away collective bargaining rights from university teachers in 1977, shortly after the Faculty Association of the University of British Columbia attempted but failed to certify. At a time when many faculty associations across Canada were certifying, the right to do so in British Columbia was removed.

Since 1977, faculty associations in the province have expressed their disapproval of the government's actions and have repeatedly asked for their rights to be reinstated.

CUFA/BC Campaigns for repeal of Section 80

In 1990, the Confederation of University Faculty Associations of B.C. (CUFA/BC) set as a major goal the repeal of Section 80. They believed that faculty should be free to choose whether to certify as a trade union or not.

The time seemed right to address this issue. CUFA/BC perceived that the political climate was more favourable than it had been for years. The NDP had indicated its commitment to do away with Section 80 if it formed a government, and the most recent Social Credit refusal to delete Section 80 referred to the press of other commitments, rather than ideological reasons.

At the same time, current negotiating framework agreements in effect at UBC had become susceptible to termination by either party on one year's notice. Faculty bargaining power had been effectively weakened and limited. CUFA/BC believed that merely having the possibility of certifying would in itself be a useful tool for future negotiations with university administrations.

CUFA/BC stepped up their lobbying campaign and, at the same time, asked CAUT to make a complaint to the International Labour Organization (ILO) about the infringement on freedom of association for university teachers.

CAUT submits complaint to ILO

In September 1990, CAUT submitted a complaint against the government of Canada/British Columbia alleging violations of the Freedom of Association and Protection of the Right to Organize Convention, (1948) (No. 87), which Canada has ratified.

The Canadian Labour Congress assisted CAUT by lobbying to get the complaint on the agenda of the Freedom of Association Committee of the ILO and by supporting the complaint when it came forward.

CAUT submitted that Section 80 contravened international labour standards because it prevented university faculty from exercising their right to organize.

The B.C. government argued that collective bargaining could be inconsistent with the co-operative and collegial model in place at universities in B.C. and that academic freedom and freedom of thought and action are impeded by a formal collective bargaining relationship.

CAUT argued that the experience of faculty associations that bargain collectively has been that a formalized collective bargaining relationship enhances, rather than detracts from, such concepts as tenure and academic freedom.

ILO concludes Section 80 violates rights

The ILO Committee on Freedom of Association reviewed the case in March 1991, and determined that "the exclusion established by Section 80 of the University Act, in addition to leaving the labour relations regime of university faculty members in a legal vacuum from the statutory point of view, creates a distinction based on professional occupation between university teachers and other workers."

The committee found that this distinction was a violation of Convention 87, which states that "workers ... without distinction whatsoever ... shall have the right to establish ... organizations of their own choosing." They concluded that Section 80 should be repealed.

Despite the ILO ruling, and repeated calls from CUFA/BC and CAUT to repeal this restriction on the rights of faculty members, the Social Credit government refused to act. The New Democratic Party had recently adopted the repeal of Section 80 as party policy and made a commitment to faculty at B.C. Universities and to CAUT that it would be repealed as soon as they formed a government.

The election of the NDP in the fall of 1991 brought with it the likelihood that Section 80 would soon be off the books. CUFA/BC and CAUT reminded the new government of their commitment and campaign promises to repeal this discriminatory provision.

In May of 1992, shortly after the government sat for the first time, Bill 23, the University Amendment Act, was introduced. Among other things, this bill would remove Section 80.

During the debate, Minister of Advanced Education Tom Perry explained the reasons why Section 80 should be repealed. He said "not only were university faculty associations unfairly singled out as an isolated group in society and illegitimately discriminated against, but also the ILO ... has ruled that in fact this practice in British Columbia contravened the United Nations charter."

The Liberals responded to the bill negatively in debate, but positively during the vote. During the debate, they expressed concern about "the possible infringement on academic independence" and about whether the change will "serve to remove some of the freedom that an academic in our universities has today as an individual capable of making decisions."

The government argued that, on the contrary, the impact of the repeal of Section 80 gives back to faculty members in the province the freedom to make a choice, and the freedom to make a decision. For 15 years, this freedom had been illegitimately denied.

The bill containing the repeal of Section 80 received royal assent on June 5, 1992, and was proclaimed on July 24, 1992. Effective immediately, more than 3,000 university faculty members in B.C. have regained the right to certify and fully participate in the collective bargaining process, if they wish.

Tom Perry

The Executive Director of CAUT noted that in a period of less than 20 years, university faculty across Canada have gone from minimal involvement in the collective bargaining process to a situation where the majority of faculty associations (representing approximately 70 per cent of university faculty in CAUT) participate fully in formal collective bargaining.

He also noted that the collective bargaining rights provided for by provincial and federal statutes have done much to protect and enhance the rights and freedoms that university faculty members must enjoy.

It is not clear whether faculty members in British Columbia will exercise the right to certify in the near future. However, the repeal of Section 80 may have had some effect already. The University of Victoria administration, after years of refusal, has finally agreed to a regime of binding arbitration for faculty salaries.

Après 15 ans, le droit d'association rendu aux professeurs de la C.-B.

par Maureen Kilgour
ACPU, Coopérative de négociation collective

Les professeurs des universités de la Colombie-Britannique retrouvent une liberté qu'ils avaient perdu il y a quinze ans.

Le gouvernement néo-démocrate a tenu sa promesse d'abroger l'article de la loi sur les universités qui empêchait les professeurs d'université de se syndiquer. Plus de 3 000 professeurs d'université de la Colombie-Britannique ont retrouvé la pleine jouissance du droit à la négociation collective.

L'article 80 de la loi sur les universités de la Colombie-Britannique stipule que «la loi sur les relations industrielles ne s'applique pas aux relations de travail entre une université et ses professeurs».

En 1977, le gouvernement créditiste avait supprimé les droits de négociation collective des professeurs d'université, peu de temps après que l'association des professeurs de l'université de la Colombie-Britannique eut échoué dans sa tentative d'accréditation. Au moment où de nombreuses associations de professeurs au Canada obtenaient l'accréditation syndicale, on privait celles de la Colombie-Britannique du droit de se syndiquer.

Depuis 1977, les associations de professeurs de cette province ont manifesté leur désaccord envers les mesures du gouvernement et ont revendiqué à maintes reprises la restitution de leur droit.

La CUFA/BC milite pour l'abrogation de l'article 80

En 1990, la Confederation of University Faculty Associations of B.C. (CUFA/BC) s'est donné comme objectif principal la revendication de l'abrogation de l'article 80. Elle estimait que les professeurs devaient avoir le libre choix de se syndiquer ou pas.

L'heure semblait bien choisie pour s'occuper de la question. En effet, la CUFA/BC sentait que le climat politique était plus favorable qu'il ne l'avait été depuis quelques années. Le Nouveau parti démocratique s'était engagé à faire disparaître l'article 80 s'il était porté au pouvoir. D'autre part, les Créditistes venaient de refuser de supprimer l'article 80 sous la pression d'autres engagements plutôt que pour des motifs idéologiques.

Au même moment, les accords-cadre en vigueur à l'UBC et qui étaient en négociation risquaient de prendre fin du chef de l'une ou l'autre des parties dans un délai d'un an. Le pouvoir de négocier des professeurs avait été efficacement affaibli et restreint. La CUFA/BC estimait que la seule possibilité de l'accréditation serait en soi un moyen utile de négocier à l'avenir avec l'administration des universités.

La CUFA/BC a intensifié sa campagne de pressions et a, par la même occasion, demandé à l'ACPU de déposer une plainte auprès de l'Organisation internationale du travail portant sur l'entrave à la liberté d'association des professeurs d'université.

L'ACPU dépose une plainte

En septembre 1990, l'ACPU a déposé une plainte contre le gouvernement du Canada (Colombie-Britannique) alléguant la violation de la Convention (nº 87) concernant la liberté syndicale et la protection du droit syndical (1948), que le Canada avait ratifiée.

Le Congrès du travail du Canada a prêté main forte à l'ACPU en exerçant des pressions pour que la plainte soit inscrite à l'ordre du jour du comité de la liberté d'association de l'Organisation internationale du travail et en appuyant la plainte lorsqu'elle a été mise à l'étude.

L'ACPU a soutenu que l'article 80 contrevenait aux normes internationales du travail parce qu'il empêchait les professeurs d'université d'exercer leur droit d'association.

Le gouvernement de la Colombie-Britannique a déclaré que la négociation collective pouvait être incompatible avec le modèle coopératif et collégial en vigueur dans les universités de la Colombie-Britannique. Il a aussi prétendu qu'une relation de négociation collective officielle entravait la liberté universitaire et l'indépendance de pensée et d'action.

L'ACPU a soutenu que, d'après l'expérience des associations de professeurs négociant collectivement, une relation de négociation collective officielle mettait en valeur les concepts de la permanence et de la liberté universitaire au lieu d'y porter atteinte.

Conclusion de l'OIT: l'article 80 viole des droits

Le comité de la liberté d'association de l'OIT a examiné l'affaire en mars 1992 et a conclu que «(...) l'exclusion prévue par l'article 80 de la loi sur les universités, outre le fait qu'elle crée un vide juridique (absence de loi particulière régissant les relations du travail des professeurs d'universités), crée une distinction, fondée sur l'occupation professionnelle, entre les professeurs d'université et les autres travailleurs (...).»

Le comité a estimé que cette distinction enfreignait la Convention 87 en vertu de laquelle «les travailleurs (...) sans distinction d'aucune sorte (...) ont le droit (...) de constituer des organisations de leur choix». Il a conclu que l'article 80 devrait être abrogé.

Le gouvernement créditiste, en dépit du jugement de l'OIT et des demandes répétées de la CUFA/BC et de l'ACPU d'abroger la restriction imposée aux droits des professeurs, a refusé d'agir. Le Nouveau parti démocratique venait juste d'adopter l'abrogation de l'article 80 à titre de politique du parti et de s'engager envers les professeurs des universités de la Colombie-Britannique ainsi que l'ACPU à l'abroger dès qu'il serait élu.

Avec l'élection du NPD à l'automne 1991 s'amenait également la possibilité d'une abrogation de l'article 80. La CUFA/BC et l'ACPU ont rappelé au nouveau gouvernement l'engagement promis durant la campagne électorale d'abroger cette disposition discriminatoire.

En mai 1992, peu de temps après sa première séance, le nouveau gouvernement a déposé le projet de loi 23, la loi modifiant la loi sur les universités. Le projet de loi permettrait entre autres de supprimer l'article 80.

Le ministre de l'enseignement supérieur, Tom Perry, a expliqué au cours des délibérations pourquoi il fallait abroger l'article 80. Il a déclaré que les associations de professeurs d'université de la Colombie-Britannique étaient non seulement injustement isolées en tant que groupe de la société et étaient illégitimement victimes de discrimination mais que le jugement de l'OIT révélait aussi que cette pratique enfreignait la charte des Nations-Unies.

Pendant les débats, les Libéraux ont réagi négativement au projet de loi mais ont voté en sa faveur. Ils craignaient que l'indépendance universitaire soit peut-être transgressée et que les modifications proposées servent à diminuer la liberté dont les universitaires jouissent à l'heure actuelle dans leur capacité individuelle de prendre des décisions.

Le gouvernement a prétendu le contraire. Selon lui, l'abrogation de l'article 80 aurait pour conséquence de rendre aux professeurs de la province la liberté de choisir et la liberté de décider. Cette liberté leur a été refusée pendant quinze ans.

Le projet de loi comprenant l'abrogation de l'article 80 a reçu la sanction royale le 5 juin 1992 et a été promulgué le 24 juillet 1992. Exécutoire immédiatement, la loi a rendu à plus de 3 000 professeurs d'université de la Colombie-Britannique le droit d'accréditation et de participation entière à la négociation collective s'ils le souhaitent.

Le directeur général de l'ACPU a fait remarquer que les professeurs d'université de tout le pays étaient passés en moins de vingt ans d'une participation minimale à la négociation collective à une situation où la majorité des associations de professeurs, représentant environ

voir après 15 ans à la page 17

NOUVELLES BRÈVES DU QUÉBEC

Compressions de 35 millions des budgets universitaires

par Susan Gray

Michel Gervais, président de la Conférence des recteurs et des principaux des universités du Québec (CRÉPUQ), déplore «le manque de cohérence» dans la récente décision du gouvernement provincial de reprendre 35 millions de dollars des coffres des universités québécoises pour 1992-1993.

M. Gervais, qui est aussi recteur de l'Université Laval, souligne la contradiction dans le fait que les étudiants paient plus pour leurs études pour recevoir moins, et ce, même dans un climat où l'on reconnaît l'importance de former une main-d'oeuvre hautement qualifiée.

Pour atteindre le chiffre de 35 millions, le gouvernement veut que les universités réduisent leurs budgets d'un montant qui équivaut à 4 p. 100 de la masse salariale de leurs effectifs non enseignants, plus 2 p. 100 de leurs dépenses non salariales. On veut aussi que diverses sous-indexations soient absorbées.

On a annoncé les coupures, distribués en deux tranches, à deux dates différentes. La première tranche a été annoncée avant le budget, tandis que la deuxième en faisait partie. La collectivité universitaire a accepté avec tolérance le premier train de coupures mais a trouvé inacceptable la deuxième tranche.

Selon la CRÉPUQ, le moment choisi par Québec pour imposer un tel changement est loin d'être propice. Il suit 10 ans de compressions budgétaires; les universités commençaient à peine à redresser leurs finances et venaient de déposer un plan pour la résorption de leurs déficits. De plus, elles avaient soit adopté leurs budgets pour 1992-93 ou s'apprêtaient à le faire.

D'après un communiqué de la CRÉPUQ, la décision gouvernementale «témoigne aussi d'une méconnaissance - c'est le moins que l'on puisse dire - de l'ampleur des problèmes structurels de vieillissement et de pénurie, tant des ressources humaines que physiques», causés par ces 10 années de compressions.

La décision, reliée au dernier budget, va à l'encontre des efforts consentis par les deux derniers ministres de l'Enseignement supérieur pour redresser la situation financière des universités suite à la Commission parlementaire sur le financement universitaire de 1986.

La CRÉPUQ a du mal à comprendre comment le gouvernement peut isoler le Québec du reste de l'Amérique dans le secteur de l'enseignement supérieur. L'organisation dit penser que l'État avait compris l'importance de permettre au Québec d'être concurrentiel avec l'extérieur, à l'aube du deuxième millénaire.

Selon Raymond Giroux, dans un éditorial du *Soleil*, par sa récente décision de retirer 35 millions, le gouvernement a brisé «un contrat tacite entre le monde de l'enseignement, les étudiants et le gouvernement», selon lequel les hausses des frais de scolarité profiteraient à la clientèle universitaire et aux universités elles-mêmes.

Le 9 juin dernier, une délégation du comité exécutif de la CRÉPUQ a rencontré le premier ministre Robert Bourassa. Selon son directeur général, Jacques Bordeleau, «Nous sommes sortis de la rencontre confiants. Il a été impressionné par notre cause». Néanmoins, la délégation n'a pas obtenu de réponse concluante.

Plans quinquennaux d'investissements

Selon un document du Conseil des universités, un organisme consultatif, le gouvernement provincial devrait garantir aux universités une certaine stabilité financière sur une période quinquennale, ou encore triennale, si cinq ans sont trop longs. Cette critique est un des points majeurs du document «Les plans quinquennaux d'investissements universitaires pour les périodes du 1er juin 1991 au 31 mai 1996 et du 1er juin 1992 au 31 mai 1997».

En plus d'exposer les principales caractéristiques des plans en question, le document analyse et commente en profondeur les modifications importantes à ces plans, ainsi que les objectifs ministériels.

Au début du document, le Conseil relève le fait qu'on observe un retard d'un an pour ce qui est du calendrier normal du plan quinquennal 1991-96. Les étapes d'approbation pour ces plans sont nombreuses et, en pratique, des retards s'accumulent à chaque étape.

Il en résulte que les universités savent rarement en début d'année financière quelle est leur part des diverses enveloppes récurrentes figurant au plan quinquennal ainsi que les nouveaux projets de construction qui seront autorisés.

Même si les «délais encourus dans le processus d'approbation des plans quinquennaux d'investissements n'ont par forcément desservi les universités ... cette situation peut basculer brusquement selon les enjeux et les décisions gouvernementales».

Un autre facteur qui contribue à ce manque de stabilité tient au fait que, à part les projets d'ajouts d'espaces déjà autorisés et inscrits aux fins de réalisation et dont les sommes sont engagées pour la durée du projet, toutes les autres enveloppes doivent être étudiées annuellement par le Conseil du Trésor et le gouvernement.

Le Conseil pense qu'il y a moyen de concilier les besoins des universités pour atteindre une certaine stabilité de financement et le processus d'approbation et les responsabilités du gouvernement face au Trésor public. Avec des outils comme les devis d'enseignement et de recherche, (qui sont complétés par les universités), le ministère «dispose d'un ensemble de mesures pour déterminer de façon relativement sûre, pour une période quinquennale, l'évolution des besoins». On peut toujours prévoir des modalités d'ajustements pour des initiatives ponctuelles.

Parmi les conclusions qu'a faites le Conseil, le ministre et les universités entreprennent une révision en profondeur de la nature du plan quinquennal d'investissements. Ils devront aussi proposer des changements au processus d'approbation pour réduire les retards.

À part le focus ci-haut mentionné, le Conseil examine aussi le lien entre l'argent pour les nouvelles constructions et pour l'acquisition et le renouvellement des équipements et l'entretien des édifices.

Selon Jacques Bordeleau, directeur général de la Conférence des recteurs et des principaux des universités du Québec, ce qu'il faut retenir de cette section est le fait que le Conseil recommande que les économies en coûts de location réalisées grâce aux nouvelles constructions, doivent être réaffectées à l'entretien et à d'autres besoins semblables. Actuellement, il y a un manque aigu dans ce secteur, dit M. Bordeleau.

Priorités 92-93

Le ministère de l'Enseignement supérieur et de la Science a publié ses priorités pour l'enseignement supérieur, et le développement scientifique dans le numéro de mai de sa publication *Fine Pointe*. Au sujet des universités et du financement: «La ministre examinera avec les universités la façon appropriée d'encourager financièrement la performance et la productivité en matière d'enseignement et de diplomation».

(Susan Gray est une journaliste et une traductrice pigiste qui vit à Montréal)

NEWS FROM QUEBEC

Quebec universities budgets cut by $35 million

Susan Gray

Michel Gervais, the president of the Conférence des recteurs et des principaux des universités du Québec (CRÉPUQ), deplores the "lack of coherence" in the provincial government's recent decision to shrink the 1992-93 coffers of Quebec universities by $35 million.

Gervais, who is also the rector of Université Laval, says there is an inconsistency in asking students to pay more for their studies while giving them less. This is even more striking because society in general recognizes the need to create a qualified, highly-trained work force.

To come up with the $35 million the government is asking universities to cut their budgets by an amount equal to four per cent of the total salaries paid to non-teaching staff and two per cent of their non-salary expenses. The government also wants the institutions to absorb a variety of sub-indexations.

The government announced the measures, to consist of two separate but equal cuts, on two separate occasions. The first was prior to the budget while the other cut was announced as part of the budget. The first round of cuts was tolerated by the university community, but the second proved unacceptable.

According to CRÉPUQ, the timing of the cuts is far from good. It follows on the heels of 10 years of previous cuts. Universities were just beginning to get their finances in order and had recently completed plans for the resorption of their deficits. In addition, they had already finalized their 1992-93 budgets or were about to adopt them.

According to a CRÉPUQ press release, the government's decision "shows a lack of comprehension — at the least — of the extent of the structural problems caused by aging and lack of money, in the area of both human and physical resources," the result of 10 years of budget cuts.

The recent budget decision runs counter to joint efforts on the part of the last two ministers of higher education and science, to improve the financial situation of universities in the wake of the parliamentary commission on university financing held in 1986.

CRÉPUQ finds it incomprehensible that the government has chosen to isolate Quebec in the area of post-secondary education at this time. CRÉPUQ says it thought the government understood the importance of enhancing Quebec's competitive position in education as the second millennium draws to a close.

Following the announcement of the second round of cuts, Raymond Giroux wrote in an editorial in *Le Soleil*, that with the recent government decision to cut $35 million from university budgets, it has broken "a tacit contract between the academic milieu, students and the government." According to this contract, says Giroux, increases in tuition should benefit students and the universities themselves.

On June 9, a delegation from CRÉPUQ'S executive committee met with Premier Robert Bourassa. Jacques Bordeleau, CRÉPUQ's director general, said "We left the meeting feeling confident. He ... is sympathetic to our cause." Goodwill notwithstanding, the delegation has still not received any definite response from the premier's office.

Five-year investment plans

According to a document produced by the Conseil des universités, a consultative body, the government should guarantee universities a certain financial stability over five years, or three years, if five is problematic. This criticism is one of the main points made in the document "Les plans quinquennaux d'investissements universitaires pour les périodes du 1e juin 1991 au 31 mai 1996 et du 1er juin 1992 au 31 mai 1997."

In addition to setting forth the main characteristics of the plans in question, the document analyzes and comments on the important changes to these plans, as well as examining ministerial objectives.

Early in the document, the conseil notes that, in terms of the approval process, the 1991-1996 plan is a year behind schedule. There are many stages to the process by which the five-year plans are approved. In practice, delays crop up at every stage.

This means that at the beginning of their financial year, universities rarely know their portion of the recurrent budgets in the five-year plans or which new construction projects will be given the go-ahead.

Even if "the delays engendered by the approval process of the five-year investment plans haven't necessarily worked against the universities ... the situation is potentially volatile as the stakes change and government makes decisions.

Another factor that contributes to the lack of financial stability results from the fact that, except for previously authorized projects involving the creation of new space which have already been slotted for construction, and where the sums have been committed for the entire project, all other budgets have to be reviewed annually by the Treasury Board and the government.

The conseil thinks there is a way to reconcile the needs of universities for a certain financial stability with the approval process and governmental responsibility vis à vis the Treasury Board. Equipped with tools such as its academic estimates (which are prepared by the universities), the ministry "has at its disposal a set of measures by which it can determine the evolution of needs over a five-year period with relative certainty." Adjustment mechanisms can be built in for selective initiatives.

In its conclusion, the conseil recommends that the minister and the universities undertake an in-depth review of the nature of the five-year investment plans. In addition, they should propose changes to the approval process to reduce delays.

Apart from the above-mentioned focus, the conseil also examined the link between money for new construction projects and funds for acquiring and replacing equipment and for building maintenance. According to Bordeleau, the important point here is the conseil's recommendation about the savings in rental fees that will be realized with the new constructions.

It is recommended that the savings be reallocated to the budgets for maintenance and similar needs. Currently, there is a serious lack in this area, says Bordeleau.

Priorities for 92-93

The ministry of higher education and science published its priorities for post-secondary teaching and scientific development in the May issue of its publication *Fine Pointe*. Concerning university financing, it says: The Minister, together with the universities, will search for an appropriate fiscal method to encourage performance and productivity regarding teaching and degree-granting.

(Susan Gray is a freelance journalist and translator who lives in Montreal)

Mulroney says ISU campus would be "honour" for Canada

By Alan Andrews
President, CAUT

Prime Minister Brian Mulroney has written to the Board of Directors of the International Space University (ISU), presently located in the United States, boosting two Canadian bids to house a permanent ISU campus. In addition to committing federal funds, Mulroney says: "It would be an honour for Canada to be the host of the ISU permanent campus." The bids have been submitted from both Ontario and Quebec. In a video promoting the Ontario bid, Premier Bob Rae says that the ISU represents everything that Ontario stands for.

Ontario's bid to provide a permanent home for the ISU on the York University campus is not a matter of post-secondary education policy, according to Philip Lapp, member of York University Senate and a former employee of Spar Aerospace, it is part of its industrial development policy. That is why the bid is being supported by the Ministry of Industry, Trade & Technology not the Ministry of Colleges and Universities. Dr. Lapp was speaking to representatives of CAUT, OCUFA and York University Faculty Association (YUFA) at a meeting held June 3 on York University campus.(At its meeting in May, CAUT Council, at the request of OCUFA, authorized a committee of the three faculty organizations as well as FQPPU to find out more about ISU and the Canadian bids.) At the York meeting, Lapp was accompanied by Bob Richards, co-founder and director of ISU, Kim Innanen, York's Dean of Science, and Peter Mueller of the Institute for Space and Terrestrial Science at York.

Richards was there to provide information about the ISU, not, he carefully explained, as an advocate of the bid, although he is a Canadian. He described how the ISU had been established five years ago by two Americans and himself, at the Massachusetts Institute of Technology (MIT). The three master's degree students thought they had spotted an area ripe for academic entrepreneurship in the idea of an international graduate university dedicated to the study of outer space.

They easily gained the support of NASA, the Canadian Space Agency, and other government agencies and space scientists in both North America and Europe. They inaugurated their plan with a series of summer schools, the first at MIT in 1988, the second in France at Université Louis Pasteur in 1989, and then in 1990, in Canada at York, McGill and École Polytechnique. The 1991 school was to have been held in the Soviet Union, at the Moscow Aviation Institute, but events forced its cancellation.

Each summer school has been project oriented, and has begun and ended with a convocation — the initial one designed to socialize the students as an international community, the closing one to affirm their experience and provide each with a certificate of attendance. In some instances students have received academic credit for their attendance: the University of Toronto is one of the institutions that has granted it.

Pursuing their dream, the three founders of the ISU decided in 1991 to call for bids for a permanent campus. Seven were received. In addition to the two from Canada, there were three from France and one each from Italy and Japan; surprisingly perhaps, none were from the United States. The result of the competition was to have been announced in Washington D.C., at the end of August. Richards hinted that this announcement would probably be of a short list rather than a single winner, with the aim apparently of encouraging those listed to sweeten their bids.

In addition to questions about the academic nature of ISU, the delegation that met with Richards, Lapp et al., was interested in the proposed financing, the intended contractual relationship of the faculty to their employer, as well as the intention with respect to immigration requirements. It was learned that the intention is to bring in the present administrative staff from Massachusetts and retain faculty on short-term contracts.

A week after the meeting at York, representatives of the three faculty organizations met with the Hon. Richard Allen, Minister of Colleges and Universities in Ontario. He told them that, while Ontario's participation in the bid had originated in its Ministry of Industry, Trade and Technology, any university established in Ontario would have to submit to the full regulatory framework existing in the province. It was suggested to Allen that if the Ministry of Colleges and Universities expected to exercise meaningful regulation of the process, the sooner the regulatory framework was engaged the better.

Subsequently, in a letter to OCUFA, Allen confirmed that the Ontario government had made a commitment of $11M towards the capital costs of establishing ISU at York, together with a promise of up to $3.5M annually in operating support. ISU proposes to charge student fees of $25,000 per year. Mulroney's letter to the ISU Board describes the federal government's commitment as "direct financial support to ISU students and staff, up to a total level of $500,000 per year." The government's intention is to support the ISU through the funding of student scholarships as well as chairs in space science like the federally funded chairs in environmental sciences and in women's studies. Mulroney goes on to say: "In addition, the ISU will be offered access to CSA [Canadian Space Agency] research facilities."

CAUT has asked Mr. Richards a large number of questions about the way in which the ISU operates. Not all of these have been answered, on the grounds that "there is no existing paradigm of reference — one must understand the goals and the motives with which the ISU was founded, and then consider that the chosen strategy of implementation follows by necessity." The goal is "to create an international institution that offers graduate-level instruction in all areas of space studies."

The academic disciplines embraced by ISU are: Policy and Law, Physical Sciences, Life Sciences, Architecture, Engineering, Resources and Manufacturing, Satellite Applications, Business, and Humanities. This last, hitherto a fully fledged department in the Summer School operation, addressing "the classical topics of the humanities — art, philosophy, literature, spirituality, etc. — as they relate to human efforts in space," and investigating "the 'Why?' of space exploration and development, including motivational and inspirational impacts on mankind." to quote from earlier brochures, is now described as "under development".

OCUFA has been given access to a cost-benefit study carried out in March 1991 for the Ministry of Industry, Trade & Technology. Dr. Saul Ross, OCUFA President, has indicated that, having read the study, he is more concerned now than he was initially. The OCUFA Board passed a strongly worded motion at its June meeting (see box), and the OCUFA Executive has now circulated a list of questions that Ontario faculty associations can ask MPPs. The Ontario Federation of Labour, which originally supported the bid, has formally withdrawn its support. On the York campus itself, an ad hoc group of faculty members, students and staff is working to oppose the bid.

At its September Council meeting, CAUT will consider a report from the tripartite committee and decide what further action needs to be taken.

OCUFA Executive Motion on ISU

Whereas the Province of Ontario has supported and participated in a bid to locate the International Space University (ISU) in Ontario; and

Whereas the Minister of Colleges and Universities, Hon. Richard Allen, has assured OCUFA and CAUT that if the ISU is located in Ontario it will be subject to all existing regulatory mechanisms and practices, and that it will be a publically regulated institution in keeping with the other publically regulated post-secondary institutions in Ontario; and

Whereas the Minister of Colleges and Universities has also assured OCUFA and CAUT that if the ISU is located in Ontario faculty members and librarians employed by ISU will have some organized status in keeping with faculty members and librarians at the other universities in Ontario;

Be it Resolved that, the Minister of Colleges and Universities ensure:

1) that any negotiations to bring ISU to Ontario include strong representation from OCUFA, CAUT, and their local associations as appropriate;
2) that prior to any final decision for locating ISU in Ontario the Ontario Council on Graduate Studies (OCGS) be charged with reviewing and approving (a) the curriculum and academic plans of ISU, including, but not restricted to, qualifications for degrees, and (b) the academic qualifications required of all faculty and librarians at ISU;
3) that from the outset ISU be a fully public post-secondary institution subject to all existing regulatory mechanisms and practices pertaining to Ontario's public universities;
4) that the ISU Board of Directors be a constituent board including among its members representatives of the Ontario community, faculty and librarians, staff and students, and other government appointees;

5a) that ISU faculty and librarians immediately have bargaining unit status in keeping with faculty and librarians at Ontario public universities, including established conditions for appointment, promotion, tenure and grievance; and that OCUFA, CAUT, and their local associations, as appropriate, participate in negotiations to establish such bargaining unit status;

5b) that where ISU is affiliated or associated with any existing public Ontario university, the faculty and librarians at ISU immediately have bargaining unit status equivalent to that of the university in question;

6) that collegial governance, affirmative action, employment equity, and conditions for appointment of administrators be negotiated with participation of OCUFA, CAUT, and their local associations as appropriate;
7) that ISU be subject to all existing provincial and federal regulations such as the Federal Contractors Program, immigration rules, and in particular the two-tier hiring regulations for universities, etc.;
8) that any and all research carried out under ISU auspices or by ISU faculty and students be fully open to the broader scholarly community and not be secret;
9) that any charter, act or terms of establishment for ISU stipulate that its activities, including teaching and research, be devoted exclusively to the peaceful exploration of space, as stated by ISU Founder and Director, Bob Richards;
10) that tuition fees for students at ISU, whether domestic (Ontario) or foreign, be no higher than those which apply to students in other Ontario public universities; that they be established and administered in the same way as they are with respect to students in Ontario public universities;
11) that hiring of all non-academic staff give preference to the hiring of Canadians and not be allowed to override the hiring of Canadians by seeking advantages under the FTA.

All of the above resolutions are made without prejudice to the OCUFA Board's decision to support or not support locating the ISU in Ontario. The decision to support or not support the ISU bid is independent of the Board's concerns for conditions of establishment should ISU be located in Ontario.

Carried Unanimously

Supplementary motion
York/Ottawa

Should the ISTS/Ontario Government bid for York University as the permanent campus of the International Space University be accepted, OCUFA supports, and will assist, the efforts of the Y.U.F.A. to insure that faculty and professional librarians appointed to the ISU must be members of the YUFA bargaining unit, must be represented by YUFA, and must enjoy all rights, privileges, and responsibilities as set forth in the Collective Agreement between YUFA and the York University Board of Governors.

Carried unanimously

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ACADEMIC LIBRARIANS: PERCEPTIONS AND REALITIES
A Conference Sponsored by the CAUT Librarians Committee
November 26-28, 1992
Citadel Inn, Halifax, Nova Scotia

THURSDAY, NOVEMBER 26

19:00-20:00	REGISTRATION
20:00-21:00	INTRODUCTION AND WELCOME BY CAUT PRESIDENT AND CHAIR, CAUT LIBRARIANS COMMITTEE KEYNOTE ADDRESS: Perception of the role of Libraries and Librarians - *Gwen Creelman (Mount Allison)*
21:00	CASH BAR RECEPTION (hors d'oeuvres)

FRIDAY, NOVEMBER 27

8:00-9:00	REGISTRATION
9:00-10:30	PLENARY SESSION: Perceptions and Realities - the academic image of librarians and librarianship - *William Birdsall (Dalhousie), John Wilkinson (Toronto) and Michele Clairmont (TUNS)*
10:45-12:00	PLENARY SESSION: Academic Librarians and Governmental Influences - interaction of librarians and government bodies - *Mary Williamson (York) and Karen Adams (CLA)*
14:00-15:15	CONCURRENT SESSIONS: 1. Working with Faculty Associations/Unions - negotiations and contract administration - *Margot Schenk (Saint Mary's)* 2. Working with Library/University Administrations - governance structures and librarian representation on governing bodies - *Carmel Allain (Moncton)* 3. Mergers of Library/Faculty Associations - mergers among faculty and librarian association members - *Ruth Marks (OISE) and Doug Suarez (Brock)*
15:30-17:00	PLENARY SESSION: Career Streams - attitudes, opportunities and practices at different institutions - *Joanne Kuhn (Waterloo) and Doug Vaisey (Saint Mary's)*

SATURDAY, NOVEMBER 28

9:00-10:15	CONCURRENT SESSIONS: 4. Contract Language - workshop on salary, benefits, appointment and other clauses - *Ian Dew (Lakehead)* 5. Professional Development - Research/Study/Education, Sabbeticals and other releted leaves/release time - *Marc Richerd (McGill)* 6. The 'Greying' Profession/Librarian Rejuvenation - views on the professional implications of aging librarians - *Linda Winkler (Regina)*
10:30-12:00	PLENARY SESSION: Workload - Academic recognition of librarians' varying roles, duties and function - *Mildred Savoie (Ste-Anne) and Suzanne Sexty (Memorial).*
12:00	LUNCH - Comments on present and future issues - *Ruth Sheeran (Bishop's)*

FOR FURTHER INFORMATION AND REGISTRATION, PLEASE CONTACT: NANCY GORDON, CAUT
294 ALBERT STREET, SUITE 308, OTTAWA, ONTARIO K1P 6E6
TELEPHONE: (613)237-6885 FAX: (613)237-2105

LES BIBLIOTHÉCAIRES D'UNIVERSITÉ: PERCEPTIONS ET RÉALITÉS
Colloque organisé par le Comité des bibliothécaires de l'ACPU
Du 26 au 28 novembre 1992
Citadel Inn, Halifax, Nouvelle-Écosse

LE JEUDI 26 NOVEMBRE

19 h - 20 h	INSCRIPTION
20 h - 21 h	PRÉSENTATION ET MOT DE BIENVENUE DU PRÉSIDENT OU DE LA PRÉSIDENTE DE L'ACPU ET DU PRÉSIDENT OU DE LA PRÉSIDENTE DU COMITÉ DES BIBLIOTHÉCAIRES DE L'ACPU DISCOURS D'OUVERTURE: Perception du rôle des bibliothécaires et de la bibliothèque - *Gwen Creelman (Mount Allison)*
21 h	RÉCEPTION D'ACCUEIL (bar payant, hors-d'oeuvres)

LE VENDREDI 27 NOVEMBRE

8 h - 9 h	INSCRIPTION
9 h-10 h 30	SÉANCE PLÉNIÈRE: Perceptions et réalités - l'image universitaire des bibliothécaires - *William Birdsall (Dalhousie), John Wilkinson (Toronto) et Michele Clairmont (TUNS)*
10 h 45-12 h	SÉANCE PLÉNIÈRE: Les bibliothécaires et les influences gouvernementales - l'interaction des bibliothécaires et des institutions gouvernementales - *Mary Williamson (York) et Karen Adams (CLA)*
14 h-15 h 15	SÉANCES SIMULTANÉES: 1. La collaboration avec les associations ou les syndicats des professeurs - la négociation et l'administration de contrat - *Margot Schenk (Saint Mary's)* 2. La collaboration avec l'administration de la bibliothèque et de l'université - les structures dirigeantes et la représentation des bibliothécaires - *Carmel Allain (Moncton)* 3. Le fusionnement des associations de bibliothécaires et de celles des professeurs - le regroupement des associations de professeurs et de bibliothécaires - *Ruth Marks (IEPO) et Doug Suarez (Brock)*
15 h 30-17 h	SÉANCE PLÉNIÈRE: L'orientation des carrières - les attitudes, les ouvertures et les pratiques dans différentes universités - *Joanne Kuhn (Waterloo) et Doug Vaisey (Saint Mary's)*

LE SAMEDI 28 NOVEMBRE

9 h-10 h 15	SÉANCES SIMULTANÉES: 4. La terminologie contractuelle - atelier sur les salaires, les avantages sociaux, les nominations et autres clauses - *Ian Dew (Lakehead)* 5. Le perfectionnement professionnel - congés de recherche, d'étude, d'enseignement; congés sabbatiques et autres congés de dégagement - *Marc Richard (McGill)* 6. Le vieillissement de la profession et le renouvellement des bibliothécaires - les opinions sur les retombées professionnelles du vieillissement des bibliothécaires - *Linda Winkler (Regina)*
10 h 30-12 h	SÉANCE PLÉNIÈRE: La charge de travail - reconnaissance à l'université des rôles, responsabilités et fonctions diverses des bibliothécaires - *Mildred Savoie (Ste-Anne) et Suzanne Sexty (Memorial)*
12 h	DÉJEUNER - Commentaires sur des questions actuelles et futures - *Ruth Sheeran (Bishop's)*

POUR OBTENIR DES INFORMATIONS OU POUR VOUS INSCRIRE, VEUILLEZ COMMUNIQUER AVEC: NANCY GORDON, ACPU
294, RUE ALBERT, PIÈCE 308, OTTAWA (ONTARIO) K1P 6E6
TÉLÉPHONE:(613) 237-6885 TÉLÉCOPIEUR: (613) 237-2105

STATUT DE LA FEMME

L'Équité en matière d'éducation: consolider les gains

par Marilyn Taylor
présidente du Comité du statut de la femme

L'équité en emploi a été le principal aspect de la promotion de l'égalité des femmes dans les universités canadiennes. On l'a défini en particulier par l'équité dans le recrutement, les nominations et les pratiques de promotion. L'ACPU a toujours fermement appuyé les efforts déployés pour arriver au but et a fait preuve de leadership en élaborant des énoncés de principes et des documents d'information sur ces questions.

Les mesures d'équité jouent un rôle crucial dans l'acceptation complète des femmes dans le milieu universitaire. Toutefois, elles ne représentent qu'une partie de la tâche à accomplir pour reconstruire les universités et assurer la pleine participation de toutes les femmes et de tous les hommes.

L'équité à l'université ne signifie pas seulement qu'il faut ouvrir sans discrimination l'accès aux emplois et aux promotions. Elle signifie également bâtir et maintenir la réserve de femmes et d'hommes des groupes minoritaires disponibles pour des emplois tant à l'intérieur qu'à l'extérieur du monde universitaire. Ce dernier aspect de l'équité relève du domaine de l'éducation.

L'équité en matière d'éducation touche à la réalité en milieu universitaire des femmes en tant qu'étudiantes, professeures et chercheuses. Les questions pertinentes à se poser quant à l'équité en matière d'éducation comprennent: Est-ce que les hommes et les femmes de toutes les classes, races, ethnies et capacités ont équitablement accès aux études supérieures?

- Est-ce que les programmes d'études reflètent les priorités et l'expérience des femmes, d'origines ethniques et raciales diverses?
- Est-ce que des programmes universitaires, y compris les programmes d'études supérieures et professionnels, sont offerts à temps partiel aux femmes qui ont une famille et qui sont parfois les soutiens de famille?
- Est-ce que les étudiantes reçoivent une aide équitable dans leur apprentissage, leur cheminement et leurs finances?
- Est-ce que les études féministes et les études sur les femmes sont soutenues à l'université et font partie du programme d'études?
- D'après de nombreuses recherches à ce sujet, la réponse à ces questions est un «non» retentissant et suppose que l'absence d'équité dans ces aspects de la vie universitaire explique la sous-représentation des femmes dans les programmes de doctorat et dans les disciplines traditionnellement dominées par les hommes.

Des données de Statistique Canada révèlent que la participation des femmes aux études supérieures diminue à mesure que le nombre d'étudiants augmente du 1er au 3e cycles.

Bien que la proportion de baccalauréats et de premiers grades professionnels conférés aux femmes au Canada soit passée de 44 p. 100 en 1975 à 52 p. 100 en 1985, et que la proportion de maîtrises conférées aux femmes ait grimpé de 28 p. 100 à 42 p. 100, par contre, la proportion de doctorats conférés aux femmes a chuté radicalement à 26 p. 100 en 1985*.

Quoiqu'il ne soit pas possible d'obtenir de statistiques sur la représentation des étudiantes des groupes ethniques, raciaux et handicapés, nous pouvons supposer que leur sous-représentation est plus prononcée.

Un groupe de travail de l'Université York sur la situation des étudiantes des 2e et 3e cycles** a rendu public récemment une analyse utile des obstacles pédagogiques pour les femmes. Il a formulé 111 recommandations à l'université, aux conseils subventionnaires ainsi qu'aux gouvernements fédéral et provinciaux visant à permettre aux femmes de poursuivre leur carrière universitaire.

L'enseignement postsecondaire, financé à même les deniers publics, devrait servir à tous les membres de la société par les possibilités d'instruction qu'il offre et par les connaissances qu'il génère. Pour respecter l'engagement de l'ACPU envers l'action positive à l'égard des femmes, la conférence du Comité du statut de la femme, qui se tiendra les 16 et 17 octobre 1992, portera sur l'équité en matière d'éducation.

*(Notes: * Statistique Canada L'éducation au Canada: Revue statistique pour 1987. Catalogue #81229. ** York University (1992) Not Satisfied Yet: Report of the Task Force on the Status of Women Graduate Students. Toronto)*

STATUS OF WOMEN

Educational Equity: consolidating the gains

By Marilyn Taylor
Chair, Status of Women Committee

The major aspect of promoting equity for women in Canadian universities has been employment equity, defined specifically as fairness in recruitment, appointment, and promotion practices. CAUT has been solidly supportive of these efforts and has provided leadership in the form of policy statements and information papers.

These measures are crucial to the full inclusion of women in the academy but are only part of the task of reconstructing the university to ensure the full participation of all women and men.

Equity in the university means not only providing discrimination-free access to jobs and promotion, but also establishing and maintaining the pools of women, and minority men, available for jobs both within and outside the academy. This latter aspect of equity is the domain of educational equity.

Educational equity addresses the academic realities for women as students, as teachers, and as researchers. Relevant educational equity questions include: Are avenues of access to higher education equitably available to men and women of all classes, races, ethnicities, and ableness?

— Are women's priorities and experiences, across a range of ethnic and racial origins, reflected in the curriculum?

— Are university programs, including graduate and professional programs, available on a part-time basis for women who also have family, and sometimes, wage-earning responsibilities?

— Are women students equitably assisted in their learning, advancement and financial support?

— Are women's and feminist scholarship supported in the university and included in the curriculum?

— A substantial body of research indicates that the answers to these questions is a resounding "no" and suggest that the absence of equity in these areas accounts for the underrepresentation of women in doctoral programs and traditionally male-dominated disciplines.

Statistics Canada data indicate that women's participation in higher education decreases as education increases from undergraduate to doctoral levels.

While the proportion of bachelor's and first professional degrees awarded to women in Canada increased from 44 per cent in 1975 to 52 per cent in 1985, and the proportion of master's degrees to women rose form 28 per cent to 42 per cent, the proportion of doctorates conferred on women dropped dramatically to 26 per cent in 1985*.

Although statistics are unavailable on the representation of ethnicity, race and disability among women students, we can expect their underrepresentation to be more extreme.

York University's Task Force on the Status of Women Graduate Students** recently released a helpful analysis of educational impediments for women and made 111 recommendations to the university, granting councils and federal and provincial governments to enable women to remain in academic careers.

Publicly funded post-secondary education should serve all members of the society in the educational opportunities provided and in the knowledge produced. In keeping with the CAUT commitment to positive action for women, the CAUT SWC Conference, Oct. 16 and 17, 1992, will focus on educational equity.

*(Footnotes: * Statistics Canada (1987) Education in Canada: A statistical review. Catalogue #81229. ** York University (1992) Not satisfied yet: Report of the Task Force on the Status of Women Graduate Students. Toronto)*

Jewett set example few dare to follow

By Doris Anderson

Pauline Jewett, who died this month, was an idealist — but a pragmatic one. In her heart she wished that, in the best of all possible worlds, people could be rewarded equally — the brilliant scientist and the man who swept the streets. In the end, she would concede that in the world we presently live in, money still provides most people their incentive to work. But she wished, in a less materialistic world, we did things for reasons other than that.

In her personal life, she really tried to live by her convictions. She believed all children should start their lives on as equal a footing as possible. As her last legacy, she set up a scholarship to try to identify students who might be tempted to drop out of high school for lack of money, and encourage them to finish and go on to university.

High principles distinguished all of her public life. She left the Liberal party because she couldn't stomach its use of the War Measures Act, and what she perceived as the chauvinistic and patronizing attitude of the party toward women.

Her politics had been shaped in her early years by her father, a distinguished engineer who built the Welland Canal, Gander airport; a Liberal with strong socialist inclinations. He also encouraged her to develop her independent and curious mind.

Although she was the first woman president of a major university and the founding president of the Canadian Research Institute for the Advancement of Women, things didn't automatically fall into her lap. When she graduated from Harvard with a Ph.D. in political science, her old university, Queen's, offered her an associate professorship, on condition that she take on the additional job of Dean of Women.

After talking to the retiring dean, a brilliant physicist, she turned the job down. But she had to write to 18 other Canadian universities before Carleton finally took her on as a lowly lecturer. A male with exactly the same degree was hired at the same time for more money as an assistant professor.

A gambler and a risk-taker, in 1961 she used her first sabbatical to campaign door-to-door for the Liberal nomination in the rural riding of Northumberland. Against all odds, she won, but was defeated in 1965. She went back to teaching. In 1972 she gambled her political career again by switching parties, and running for the NDP. She lost.

Meanwhile, she'd been turned down for the presidencies of Prince Edward Island and York universities. She then applied to Simon fraser in B.C., and was finally appointed. It wasn't exactly a plum job. Simon Fraser was under severe censure by the union of university teachers for firing four professors.

She increased the number of Canadian professors. One-third of new appointments had to be women. She refused to hold functions at clubs that barred female members. She raised the salaries of female professors and cleaning staff. She got a women's studies and child care program started. She got the censure lifted. And she got into plenty of hot water with her board. In 1979, she again ran for the NDP, this time in B.C., and won.

Although I'm making her sound like a workaholic, she also loved to play. She was an avid baseball and hockey fan. She owned shelves of well-thumbed murder mysteries which she read for relaxation. She enjoyed music and entertaining. Always a teacher, giving speeches never fazed her. It was like talking to a room full of new friends, which she was always willing to do, as she always liked meeting new people, especially the young.

She fought for everything she believed in. She wouldn't brook sloppy thinking or offhand arguments. No one could nail me faster than she could when she disagreed with me. I guess that's one reason I valued her so mush as a friend. Her final fight against cancer was the one she fought the hardest.

As for women, she believed real change will happen only when society itself is fundamentally transformed and women share the posts where the decisions are made. She also was firmly convinced that this would never happen under political parties that seek power for power's sake. They, she thought, were the fundamental enemies of women.

If I had one wish for Canada right now it would be that there were more people in our House of Commons, our legislatures and in the highest offices of the land, like Pauline Jewett, looking out for our common good.

(Reprinted with permission — The Toronto Star Syndicate)

Quote of the month

"It is not too cynical to observe that any transfer of powers brings more jobs and prestige for politicians and bureaucrats. The trick is to insist that they show how their demands help the people as well."

Keith Spicer, Ottawa Citizen, 24 May 1992.

CAUT STATUS OF WOMEN COMMITTEE ANNUAL CONFERENCE OCTOBER 16-17, 1992

(reception & registration October 15)

SHERATON HALIFAX HOTEL, HALIFAX, NOVA SCOTIA

EDUCATIONAL & EMPLOYMENT EQUITY: NECESSARY PARTNERS

PLENARY PANEL ON EDUCATIONAL EQUITY

.AN ABORIGINAL PERSPECTIVE: Patti Doyle (Dalhousie)
.A DISABILITY PERSPECTIVE: Diane Pothier (Dalhousie)

ADDRESS: EDUCATIONAL EQUITY:ASSIMILATION, ACCULTURATION OR TRANSFORMATION
Johanne St. Louis (Ottawa)

INCLUDES FOURTEEN WORKING SESSIONS:

STUDENT ACCESS PROGRAMS FOR CULTURAL DIVERSITY
Carol Aylward & Bev Johnson (Dalhousie)

PROMOTION OF NON-TRADITIONAL STUDY
Carol Hill (Mount St. Vincent)

EMPLOYMENT EQUITY POLICY FOR MULTIPLY DISADVANTAGED & MARGINALIZED WOMEN
Joyce Forbes (Lakehead/CAUT-SWC)

GETTING IN AND MOVING UP: WOMEN IN GRADUATE EDUCATION
Cecilia Morgan (Toronto) & Karen Grant (Manitoba)

WOMEN'S/FEMINIST STUDIES: ISSUES, IMPEDIMENTS & STRATEGIES
Margrit Eichler (Mount St. Vincent)

SCIENCE AND MATH: IS THERE A CURRICULUM QUESTION?
Mary Frances Richardson (Brock) with Hilda Taylor (Acadia) & others

LIFE FOR WOMEN IN THE TRADITIONALLY MALE PROFESSIONS
Faye Woodman (Dalhousie) with Marilynne Bell (Dalhousie) & Wendy Doyle (Mount St. Vincent)

LIFE FOR WOMEN IN TRADITIONALLY FEMALE PROFESSIONAL SCHOOLS
Barbara Keddy & Glenda Butt (Dalhousie); Edna McKim (Memorial) & others

TEACHING FOR DIVERSITY
Roxana Ng (Ontario Institute for Studies in Education)

MODELS OF CURRICULUM TRANSFORMATION/REVISION
Marilyn Taylor (Concordia/CAUT-SWC) & Margrit Eichler (Mount St. Vincent)

PROMOTING SUPPORT FOR WOMEN'S RESEARCH AND SCHOLARSHIP
Linda Christiansen-Ruffman (Saint Mary's)

FOSTERING MUTUAL SUPPORT BETWEEN WOMEN FACULTY & WOMEN ADMINISTRATORS
Wendy Bedingfield (Acadia) & Dayna Daniels (Lethbridge/CAUT-SWC)

ACADEMIC STAFF DEVELOPMENT RELEVANT TO WOMEN &EQUITY
Maureen Kilgour (CAUT)

ACADEMIC FREEDOM & THE INCLUSIVE UNIVERSITY
Janice Drakich (Windsor/CAUT-SWC)

WHO SHOULD ATTEND?

- MEMBERS OF UNIVERSITY/PROVINCIAL STATUS OF WOMEN COMMITTEES
- FACULTY ASSOCIATION EXECUTIVES
- POLICY MAKERS IN DEPARTMENT OF ADVANCED EDUCATION
- EQUITY OFFICERS
- SEXUAL HARASSMENT OFFICERS
- HUMAN RIGHTS OFFICERS

FULL PROGRAM DESCRIPTIONS ARE AVAILABLE THROUGH LOCAL ASSOCIATION OFFICES AND FROM NANCY GORDON AT CAUT (613)237-6885 FAX (613)237-2105

CONFÉRENCE ANNUELLE DU COMITÉ DU STATUT DE LA FEMME DE L'ACPU LES 16 ET 17 OCTOBRE 1992

(inscription et réception le 15 octobre)

HÔTEL SHERATON DE HALIFAX, HALIFAX, NOUVELLE-ÉCOSSE

L'ÉQUITÉ EN MATIÈRE D'ÉDUCATION ET D'EMPLOI: DEUX MOITIÉS D'UN TOUT

TABLE RONDE SUR L'ÉQUITÉ EN MATIÈRE D'ÉDUCATION

.DU POINT DE VUE DES AUTOCHTONES: Patti Doyle (Dalhousie)
.DU POINT DE VUE DES PERSONNES HANDICAPÉES: Diane Pothier (Dalhousie)

UNE ALLOCUTION: L'ÉQUITÉ EN MATIÈRE D'ÉDUCATION:L'ASSIMILATION, L'ACCULTURATION OU LA TRANSFORMATION
Johanne St. Louis (Ottawa)

QUATORZE SÉANCES DE TRAVAIL:

LES PROGRAMMES D'ACCÈS POUR LES ÉTUDIANTES ET LA DIVERSITÉ CULTURELLE
Carol Aylward et Bev Johnson (Dalhousie)

LA PROMOTION DES ÉTUDES NON TRADITIONNELLES
Carol Hill (Mount St. Vincent)

L'ÉQUITÉ EN MATIÈRE D'EMPLOI POUR LES FEMMES DES GROUPES DÉSAVANTAGÉS ET LES FEMMES MARGINALISÉES
Joyce Forbes (Lakehead/CSF-ACPU)

ÊTRE ADMISE ET GRAVIR LES ÉCHELONS: LES FEMMES AUX ÉTUDES SUPÉRIEURES
Cecilia Morgan (Toronto) et Karen Grant (Manitoba)

LES ÉTUDES SUR LES FEMMES: PROBLÈMES, OBSTACLES ET STRATÉGIES
Margrit Eichler (Mount St. Vincent)

LES SCIENCES ET LES MATHÉMATIQUES: EST-CE UNE QUESTION DE PROGRAMMES D'ÉTUDES?
Mary Frances Richardson (Brock) et Hilda Taylor (Acadia) et autres

LES PROFESSIONS TRADITIONNELLEMENT MASCULINES: LES OBSTACLES POUR LES FEMMES
Faye Woodman (Dalhousie) et Marilynne Bell (Dalhousie) et Wendy Doyle (Mount St. Vincent)

LES FACULTÉS POUR LES PROFESSIONS TRADITIONNELLEMENT FÉMININES: LES INÉGALITÉS
Barbara Keddy et Glenda Butt (Dalhousie); Edna McKim (Memorial) et autres

ENSEIGNER POUR LA DIVERSITÉ
Roxana Ng (Institut d'études pédagogiques de l'Ontario)

MODÈLES DE TRANSFORMATION ET DE REVISION DU PROGRAMME D'ÉTUDES
Marilyn Taylor (Concordia/CSF-ACPU) et Margrit Eichler (Mount St Vincent)

PROMOUVOIR L'APPUI À LA RECHERCHE ET AUX ÉTUDES SUR LES FEMMES
Linda Christiansen-Ruffman (Saint Mary's)

ENCOURAGER UN SOUTIEN RÉCIPROQUE ENTRE LES PROFESSEURES ET LES ADMINISTRATRICES
Wendy Bedingfield (Acadia) et Dayna Daniels (Lethbridge/CSF-ACPU)

UN PERFECTIONNEMENT PROFESSIONNEL PERTINENT POUR LES FEMMES UNIVERSITAIRES ET L'ÉQUITÉ
Maureen Kilgour (ACPU)

LA LIBERTÉ UNIVERSITAIRE ET LA VISION FÉMINISTE DE L'UNIVERSITÉ
Janice Drakich (Windsor/CSF-ACPU)

S'ADRESSE À QUI?

- AUX MEMBRES DES COMITÉS PROVINCIAUX ET UNIVERSITAIRES DU STATUT DE LA FEMME
- AUX EXÉCUTIFS DES ASSOCIATIONS DE PROFESSEURES ET PROFESSEURS
- AUX DÉCIDEUSES ET DÉCIDEURS DES MINISTÈRES DE L'ENSEIGNEMENT SUPÉRIEUR
- AUX AGENTES ET AGENTS RESPONSABLES DE L'ÉQUITÉ
- AUX AGENTES ET AGENTS EN MATIÈRE DE HARCÈLEMENT SEXUEL
- AUX AGENTES ET AGENTS DES DROITS DE LA PERSONNE

PRIÈRE DE SE PROCURER UNE DESCRIPTION COMPLÈTE DU PROGRAMME AUPRÈS DU BUREAU DES ASSOCIATIONS LOCALES ET DE NANCY GORDON, À L'ACPU. (613) 237-6885, TÉLÉCOPIEUR: (613) 237-2105.

FROM THE HILL/DE LA COLLINE PARLEMENTAIRE

PSE grounded, but federal gov't buys 'copters

By Tim Stutt
CAUT Government Relations Officer

The federal government will spend $4.4 billion on 50 new EH-101 anti-submarine helicopters, while its funding of post-secondary education sinks to record lows.

The third-largest defence contract in Canadian history was announced by Defence Minister Marcel Masse on July 24. It was followed two weeks later by figures indicating that the percentage of federal education money spent on post-secondary education in 1991-92 was at a ten-year low.

Between 1986 and 1993 the federal government will have cut $4.7 billion in transfer payments to the provinces in respect to post-secondary education.

Opposition MPs like the NDP's Lorne Nystrom, defence specialists such as Tariq Rauf of the Canadian Centre for Arms Control and Disarmament, and editorial writers such as Gilles Lesage of *Le Devoir* were sceptical that "buying a Porsche to deliver pizza" is the right military option for Canada.

In a letter published in the *Ottawa Citizen* and other newspapers across Canada, CAUT President Alan Andrews wrote that the helicopter purchase was the wrong choice. "When it comes to the choice," said Professor Andrews, "most Canadians would prefer to have state-of-the-art universities rather than state-of-the-art military helicopters.

"The consequence of the choice the government has made means that students, their parents, and university staff across the country will be paying for it through reductions in the quality and accessibility of university education," he said.

Student unemployment skyrockets

The year 1992 will go down as a terrible one for students looking for a summer job.

Among Canadian youth aged 15 to 24, one in five was unemployed last July — a figure not matched since the June 1983 rate of 20.3 per cent. In economically depressed provinces such as Newfoundland and New Brunswick the youth jobless rate reached one in two.

Statistics Canada said that in June there were 1,876,000 students who plan to return to school this month, up 86,000 from June 1991 (these numbers are not seasonally adjusted). However, the number of summer jobs available to them was unchanged from the previous year.

The Canadian Federation of Students (CFS) blames the federal government for cutting funding for student employment programs. In 1984 Ottawa paid $150 million in assistance to employers hiring university students for summer work. This year that contribution is only $83 million.

"I've been in student government for four years," said CFS Chairperson Kelly Lamrock in a Southam News story, "and I can tell you this is the worst summer for finding a job. Even if you do get a job, you'll make maybe $1,800 before the start of classes, but then you're looking at annual tuition of anywhere from $2,000 to $2,705.

"More students are just giving up. They're saying they just can't afford to go back to school. When they do look for work, they find adults who were unemployed have already taken the jobs," said Lamrock.

CAUT champions open research

In July CAUT joined with the Social Science Federation of Canada (SSFC) in requesting the Royal Commission on New Reproductive Technologies to release information about its $13.7 million research program.

In response to the commission's refusal to provide the SSFC with details about what the research involves and who is doing it, CAUT President Alan Andrews wrote to commission chairperson Patricia Baird asking that the situation be remedied.

"CAUT has long believed that scientific research should be open, however controversial and sensitive," said Professor Andrews. "Indeed the more controversial the research, the more important the openness.

"Therefore we hope that you will reconsider your decision and make public the information requested by the Social Science Federation. I am sure that the federation speaks for most university researchers in this country on this issue since the free discussion of research results is central to the mission of the university."

CAUT and the SSFC feared that the reason why the royal commission withheld the information was that its research focused only on the medical aspects, while ignoring their ethical, legal and social implications.

In response to this fear, the Royal Commission released last month a list of more than 130 research projects representing more than 90 academic disciplines and subdisciplines. The Commission said that this discipline diversity has set a "broad scientific, ethical, philosophical, and sociological base" for the drafting of its final report.

PSE and R&D lobby chooses new chairperson

The National Consortium of Scientific and Educational Societies has named Professor Bernard Philogène as its new chairperson.

Dr. Philogène is vice-rector, (academic) at the University of Ottawa. He has also served as a biology professor at that university since 1974. Professor Philogène studied at the University of Montreal, McGill University and the University of Wisconsin.

Insect physiology is his field of specialization and he has studied diapause in plant-insect relationships and the biochemical resistance factors in plants that could be used as insecticides. The success of this research led the Government of France to make Professor Philogène an officer of the Ordre des Palmes Académiques in 1991.

Dr. Philogène begins his two-year term as consortium chairperson this month. In this voluntary position, Professor Philogène heads an informal coalition of 32 national organizations representing 55,000 educators and researchers in various disciplines. He succeeds Dr. Caroline Andrew, a professor of political science at the University of Ottawa.

The consortium is a forum for information exchange on research and post-secondary education in Canada. It issues position statements, and meets regularly with federal legislators and public servants to advance these positions.

Be proactive in promoting science, scientists urged

In his first message as consortium chairperson, Dr. Philogène urged Canadian scientists to become more proactive in promoting Science.

"Canadian science must have a strong and unified voice. Scientific societies should realize that unless they pool their resources it will be difficult, if not impossible, to influence positively the political agenda," he said.

"I intend to meet with the presidents of all (consortium) member societies to discuss with them ways of making our governments understand that the future of this country — that is, its capacity to compete at the international level — depends on forward-looking policies in science and adequate funding for researchers."

"We cannot restrict our actions to intermittent lobbying of members of Parliament. Our credibility is highly dependent on our achievements and our visibility", concluded Professor Philogène.

L'enseignement postsecondaire ne peut décoller, mais le gouvernement fédéral commande des hélicoptères

Tim Stutt
Agent des relations avec les gouvernements de l'ACPU

Le gouvernement fédéral va consacrer 4,4 milliards de dollars pour acquérir cinquante nouveaux hélicoptères Eh-101 de lutte anti-sous-marine, tandis que le financement de l'enseignement postsecondaire plonge à des planchers records.

Le ministre de la Défense, M. Marcel Masse, a annoncé le 24 juillet dernier la conclusion du troisième contrat le plus important dans l'histoire du Canada. Deux semaines plus tard, on apprenait que les chiffres représentant le pourcentage de fonds affectés par le gouvernement fédéral à l'enseignement postsecondaire, pour la période 1991-1992, avaient atteint leur plus bas niveau de la décennie.

Entre 1986 et 1993, le gouvernement fédéral aura réduit de 4,7 milliards de dollars les paiements de transfert aux provinces au titre de l'enseignement postsecondaire.

Des députés de l'opposition, comme Lorne Nystrom du NPD, des spécialistes de la défense, comme Tariq Rauf du Centre canadien pour le contrôle des armements et le désarmement, ainsi que des éditorialistes, comme Gilles Lesage, du *Devoir*, se sont demandés si «l'achat d'une Porsche pour livrer des pizzas» était bien la décision militaire la plus judicieuse pour le Canada.

Dans une lettre publiée dans le quotidien *Ottawa Citizen* et d'autres journaux au Canada, le président de l'ACPU, M. Alan Andrews, écrivait que la commande d'hélicoptères constitue un mauvais choix. Selon le professeur Andrews : «S'ils devaient faire un choix, la plupart des Canadiens préféreraient les universités ultramodernes aux hélicoptères militaires à la fine pointe de la technologie.»

«Notre gouvernement semble avoir opté pour les hélicoptères; dès lors, les étudiants, leurs parents et le personnel de tout le pays assisteront à la diminution de la qualité de l'enseignement et de l'accessibilité à l'éducation universitaire» a-t-il conclu.

Le chômage monte en flèche chez les étudiants

L'année 1992 restera dans les mémoires comme une année épouvantable pour les étudiants à la recherche d'un emploi d'été.

En juillet dernier, parmi les jeunes Canadiens âgés de 15 à 24 ans, un sur cinq n'avait pas trouvé de travail - chiffre qui n'avait pas été atteint depuis juin 1983 où ce taux se situait à 20,3 p. cent. Dans les provinces souffrant de marasme économique, comme Terre-Neuve et le Nouveau-Brunswick, ce taux de chômage touchait un jeune sur deux.

Statistique Canada a annoncé qu'en juin on recensait 1 876 000 étudiants qui pensent retourner en classe ce mois-ci, chiffre supérieur de 86 000 à celui de juin 1991 (ces données ne sont pas corrigées selon les données saisonnières). Toutefois, le nombre d'emplois d'été qui leur étaient destinés n'avait pas changé par rapport à l'année précédente.

La Fédération canadienne des étudiantes et étudiants (FCE) blâme le gouvernement fédéral d'avoir coupé les fonds destinés aux programmes d'emploi d'été visant les étudiants. En 1984, Ottawa a versé 150 millions de dollars d'aide aux employeurs qui engageaient des étudiants universitaires pour travailler l'été. Cette année cette contribution n'atteint que 83 millions de dollars.

«J'ai travaillé pendant quatre ans dans des organismes estudiantins, a dit le président de la FCE, Kelly Lamrock, dans un article diffusé par la Southam News, et je peux vous assurer que c'est bien le pire été pour trouver du travail. Même si on trouve du travail, on peut arriver à gagner peut-être 1 800 $ avant la rentrée, mais là on aura à faire face à des frais d'inscription de 2 000 $ à 2 705 $.»

«De plus en plus d'étudiants abandonnent, tout simplement. Ils disent ne pas avoir les moyens de retourner en classe.

Lorsqu'ils cherchent du travail, ils trouvent des adultes qui étaient en chômage déjà en place», a ajouté M. Lamrock.

L'ACPU se fait le champion de la transparence dans la recherche

En juillet l'ACPU s'est jointe à la Fédération canadienne des sciences sociales (FCSS) pour réclamer que la Commission royale sur les nouvelles technologies de reproduction divulgue de l'information sur son programme de recherche évalué à quelque 13,7 millions de dollars.

Pour réagir au refus de la Commission de fournir à la FCSS des détails sur ce programme et sur les chercheurs qui y sont engagés, le président de l'ACPU, M. Alan Andrews, a écrit à la présidente de la commission, Mme Patricia Baird, lui demandant de remédier à la situation.

«L'ACPU estime depuis longtemps que la recherche scientifique doit être transparente, aussi discutable et délicate soit-elle», selon le professeur Andrews. D'ailleurs, plus elle est discutable, plus il importe qu'elle soit transparente.

«Par conséquent, nous espérons que vous voudrez bien repenser votre décision et rendre publics les renseignements demandés par la Fédération des sciences sociales. Je suis persuadé que la fédération parle au nom de la plupart des chercheurs universitaires de notre pays à ce titre, étant donné que la libre discussion des résultats des recherches demeure fondamentale à la mission de l'université.»

L'ACPU et la FCSS craignent en effet que la raison pour laquelle la commission royale refuse de divulguer de l'information est le fait que sa recherche se concentre uniquement sur les aspects médicaux des nouvelles technologies de reproduction, tout en ignorant leurs conséquences éthiques, juridiques et sociales.

Pour contrer ces craintes, la commission a diffusé le mois dernier une liste contenant plus de cent trente projets de recherche qui représentent plus de quatre-vingt-dix domaines et sous-domaines universitaires. La commission a indiqué que cette diversité jette les bases scientifique, éthique, philosophique et sociologique qui permettront la rédaction de son rapport final.

Le lobby de l'enseignement postsecondaire et de la R&D nomment un nouveau président

Le Consortium national des sociétés scientifiques et pédagogiques a nommé son nouveau président : Il s'agit du professeur Bernard Philogène.

Le professeur Philogène est vice-recteur à l'enseignement et à la recherche à l'Université d'Ottawa. Il a enseigné la biologie dans cet établissement depuis 1974. Il a obtenu sa formation aux universités de Montréal, McGill et à l'University of Wisconsin.

Spécialiste de la physiologie des insectes, ses travaux ont porté successivement sur l'étude de la diapause chez les insectes et les relations plantes-insectes, particulièrement les facteurs biochimiques de résistance des plantes cultivées aux insectes susceptibles d'être utilisés comme insecticides. La portée de ces travaux de recherche ont amené le gouvernement français à lui décerner le titre d'Officier de l'Ordre des Palmes académiques.

Le professeur Philogène entre en fonctions ce mois-ci à titre de président du consortium; son mandat est de deux ans. Dans ce poste bénévole, le professeur Philogène dirige une coalition informelle de trente-deux organismes nationaux représentant quelque 55 000

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COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

Rick McGaw

First principles for bargaining in crisis

By Rick McGaw
Chair, Collective
Bargaining Cooperative

Faculty unions have been facing pressure to reduce salaries, benefits and rights in the past year. However, no faculty association with a multi-year collective agreement has accepted a re-opener to reduce salaries.

Mount Allison was pushed into a strike through an attempt by the administration to decrease salaries. The eventual settlement of the strike resulted in a one-year wage freeze followed by a COLA increase for two years. Universities in several provinces were subjected to legislated pay freezes.

Given the current climate, it would be unrealistic not to expect university administrations to attempt to take advantage of circumstances to the detriment of faculty. What can we do to resist these pressures? If you are faced with this at negotiations there are a number of things that you can do:

Contact the CAUT Collective Bargaining Cooperative. We are developing a file to document experience across the country and in the United States so that we can provide advice to our members.

Say no and give cogent reasons why rollbacks are inappropriate for universities. For example, faculty are in a different position from many other occupations. Our salaries do not rise in economic booms the way many others do, so there is no reason why they should fall in a recession.

It is clear that we did not share in the growth in real incomes in the past two decades. It was reported in the February 1992 issue of *OCUFA FORUM* that real academic salaries had fallen by 15 per cent since 1978. To accept wage restraint because governments have not adequately funded universities is to invite them to continue underfunding.

Check your financial exigency article. You may have heard of some universities in the United States where there have been major cuts. These are typically at universities without collective agreements. Where unionized faculty are involved, they have been able to deal with the situation better because their agreements give them legal protection and/or leverage.

Sound financial exigency articles which require bona fide financial reasons and an arbitration procedure, to rule on complaints of bias in the process, before layoffs can occur are an important source of protection.

Consult the CAUT policy statement on reductions in academic appointments for budgetary reasons for a guide to a sound exigency article.

Insist on complete financial disclosure. Examine the 'line' budget over the last few years if you are faced with the demand for a salary rollback. One important fact to note is that there is considerable divergence across the country in the ways in which universities spend their money. This can be seen from *Financial Statistics of Universities and Colleges*, an annual report issued by the Canadian Association of University Business Officers.

In average terms, the percentage of general operating expenses in 1988-89 devoted to the salaries of academic ranks varied from 30.9 per cent to 44.2 per cent across provinces.

There are also considerable differences between similar sized universities. For example, Mount Allison spends 37.3 per cent of its operating budget on salaries for academic ranks compared to 44.7 per cent for Acadia. In Ontario, Lakehead spends 37.4 per cent while Laurentian spends 42.6 per cent.

Similar differences can be found between universities in the amount of expenditure on administration. For example, at Regina the administration salary cost (not including academic support, physical plant or ancillaries) is 11 per cent of the academic salary cost while at Lethbridge it is 18 per cent.

The April 1992 issue of *The Negotiator* reported that the Technical University of Nova Scotia spends $1989 per student on administration while Saint Mary's spends $808.

A recent study of the economics of higher education in the United States found that "...the most obvious trend in expenditure patterns is the declining importance of the core areas of a college or university — instruction, academic support, and plant operations."*

The message that can be seen in this is that there are many ways of organizing and operating a university. There is discretion in how a university spends its money and the budget reflects not only the type of institution but the decisions made about how the money is to be spent.

Insist that the administration do its job. Has the administration exhausted, or even considered, alternatives? Financial difficulties are not new to universities. Unfortunately some administrations have not developed long term strategies and, faced with a fiscal problem, are attempting to shift the burden to their employees.

Also, many universities have been ineffective in dealing with governments. Too often, CAUT and the provincial faculty organizations have been the only effective lobbying voice with government. The academic community has not developed the capacity to lobby jointly.

In other sectors there are examples of union and management lobbying jointly. One successful example of this in academe was the collective effort of unions and administrations in New Brunswick to reach a better deal with the government than the legislated outcome that was imposed on the rest of the public sector.

Focus on the university as a whole. If there are real financial problems, don't be drawn into the trap of taking all the responsibility. The *OCUFA FORUM* also reported that increases in operating grants to universities had exceeded salary increases by 27.5 per cent cumulatively since 1978.

We all have observed growth in administration, and it continues despite financial restraint. At Mount Allison the administration decided to increase the travel and entertainment budget of the president and increase the number of administrators while attacking faculty salaries. Faculty associations should ensure that administrative units bear their share of restraint.

It is also important to build campus coalitions. Other unions will be subject to the same forces and a unified response will be more effective. Information should be provided to students on a regular basis. There should also be regular meetings between the faculty association and student leadership wherever possible.

Despite the pressure that associations find themselves under there are stories of successful resistance. Manitoba, Trent, and Guelph have all declined to re-open negotiations on rollbacks. Although it required a strike, Mount Allison was able to avoid a rollback.

The Collective Bargaining Cooperative, through its professional staff, Board meetings, and conferences, provides an opportunity for you to discuss strategies with those who have already experienced the tougher bargaining of the nineties.

* (Clotfelter, Charles et al., 1991 *Economic Challenges in Higher Education*, University of Chicago Press; *Academe*, Nov./Dec. 1991: Barbara Bergman, "Bloated Administration, Blighted Campuses"; Jay Halfond, "How to Control Administrative Costs"; and Kenneth Anderson, "Anatomizing Bloat.")

CO-OP holds annual collective bargaining Conference

Participants discuss issues concerning "Women and Bargaining"

"Management" team relaxes following a tough bargaining session. Left to right: Alden Turner (Winnipeg); George Gekas (Algoma); Douglas Lowe (Trent); Donna Best (Memorial); Shelia Miller (Calgary).

Blue Cross woes in U.S. not affecting Canada

Recent federal investigations in the United States concerning questionable business practices at Blue Cross and Blue Shield have left many policy holders in Canada wondering about the affect in this country.

The New York Times reports that investigators have uncovered evidence of destruction of unpaid claims, creation of fictitious prescriptions, payment of high salaries and pensions to top executives and plans that are nearly insolvent.

Officials representing Blue Cross in Canada insist that Canadian policy holders are not at risk. The eight Canadian Blue Cross companies are independent with their own Boards and are collectively overseen by the Canadian Association of Blue Cross. The Canadian system has no financial connection with the U.S.

Imperial Oil funds research day-care centre

The University of Calgary has announced that Imperial Oil will be helping fund an on-campus research child-care centre. The company will donate $600,000 over several years for construction of the $1.1 million centre. The initiative is regarded as the first for a Canadian university.

Whereas many universities offer limited day-care facilities to students, staff and faculty, this facility will not only fill a need for child-care services, but will also be used as an on-campus research vehicle. The centre will allow researchers to examine child development, behaviour, education and related family issues in a natural setting.

The first phase of the project, expected to house 80 children, should be completed by early next year.

Mandatory retirement

In August a federal human rights tribunal ruled that the mandatory retirement policy of the armed forces violates the Canadian Charter of Human Rights. The tribunal awarded between $5,000 and $ 216,000 to nine of the ten men who had challenged the policy. The army had argued that the policy was necessary to avoid rank stagnation and because of physical demands. The tribunal said that the military can manage career development without such a policy and that by and large the military when tested were not more physically fit than other Canadian citizens. The policy was, it said, excessive and disproportionate, and members of the armed forces should be judged individually in regard to their capacity, not by blanket designations. CAUT is studying the report to see if it would apply to the faculty of the military colleges who are the only university faculty to come under the federal human rights legislation. At the time of writing, the military had not announced whether they would appeal.

The 1992-93 Directory of Labour Organizations in Canada is now available through bookstores or from Labour Canada at 1-800-567-6866.

On peut se procurer le Répertoire de 1992-1993 des organisations de travailleurs et travailleuses au Canada dans les librairies ou en communiquant avec Travail Canada au 1-800-567-6866.

Conference Board Report

The Conference Board of Canada last month released a report entitled "Corporate Response to Substance Abuse in the Workplace." Part of the report deals with employee assistance programs which assist employees with problems such as alcoholism, drugs, depression and stress. Of the responding companies 95 per cent thought such programs worthwhile. About 75 per cent gave a written guarantee of confidentiality which the Conference Board thinks essential in order to avoid such programs being characterized as "employee assassination programs." The report also recommends that such plans be jointly designed by employees and the management. There are a number of such plans in Canadian universities. CAUT recommends that faculty associations take the initiative in creating such plans with their administrations and that they should be the joint owners of them with the Board of Governors. A CAUT report is available from the national office at cost or from your local faculty association. The Conference Board report can be obtained by sending $250 plus GST to Conference Board Publications Department, 255 Smythe Road, Ottawa, Ontario, K1H 8M7, requesting Report #87-92.

L'enseignement

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enseignants et chercheurs dans diverses disciplines. Il succède au Dr Caroline Andrew, professeure de sciences politiques à l'Université d'Ottawa.

Le consortium constitue un forum d'échange de renseignements en matière de recherche et d'enseignement postsecondaire au Canada. Il diffuse des énoncés de principes et ses membres rencontrent régulièrement des législateurs fédéraux et des fonctionnaires en vue de soutenir ces principes.

Être proactifs pour faire avancer la science

Dans son premier message à titre de président du Consortium, le professeur Philogène a encouragé les scientifiques canadiens à être encore plus actifs en matière d'avancement de la science et de promotion de leurs activités de recherche.

«Les scientifiques au Canada doivent parler d'une seule voix. Ils ont tout intérêt à regrouper leurs ressources, autrement il leur sera impossible d'influencer l'orientation de la politique scientifique canadienne», a-t-il indiqué.

«Dans cette perspective, j'ai l'intention de rencontrer les présidents de nos sociétés affiliées afin de discuter avec eux des moyens à prendre pour faire comprendre à nos gouvernements que l'avenir du pays et sa capacité de livrer concurrence sur la scène mondiale dépend largement du bien fondé de nos politiques en matière de recherche ainsi que du financement en ce domaine.»

«Nous ne devons pas limiter notre action aux sessions intermittentes de lobbying auprès des gouvernements. Notre crédibilité dépend d'abord et avant tout de nos réalisations et de notre visibilité» a conclu le professeur Philogène.

Amnesty Int'l

Proving the power of the written word

Thousands of people are tortured, killed and imprisoned every year for non-violent thoughts, words and actions. They are subjected to this kind of abuse from the people who are supposed to be protecting them; police, armies and other arms of government.

Many are imprisoned without ever having a trial. Those who are tortured never see their abusers punished. Killings are often secret with relatives never knowing what happened and being too afraid to ask. In 143 countries this is a way of life.

Amnesty International seeks to end international human rights abuses. Writing letters to those in authority is the fundamental basis of the organization.

The impact and consequence of these letters must never be underestimated. Prisoner of Conscience columns which encourage people to write letters have a substantial effect. Since the column started in 1990 a number of the cases featured have resulted in happy endings:

Lecturing at York University, Jack Mapanje is secure in the knowledge that he will not be imprisoned for his poetry. In September 1987, in his home country of Malawi, Mapanje was arrested shortly after his collection of poems, *Of Chameleons and Gods* was banned.

Then Head of Department of Languages and Literature at the University of Malawi, he was imprisoned without charge. For the next four years he was detained in Mikuyu Prison without ever having a trial. After worldwide pressure Mapanje was released on May 10, 1991. He left Malawi in August to live and work in the U.K.

Jean Berchmans Baragunzwa from Burundi was released following an international outcry, and due to insufficient evidence to hold him. Director of Gihanza School of Masonry he was interviewed by Amnesty delegates on a recent trip to Burundi.

He told them that while detained at Bubanza and Muryvana he had been handcuffed so tightly that it was impossible to feed himself and that due to ill-treatment one arm is now paralysed.

Charles Migiraneza, also featured with Baragunzwa, is now detained at Muryvana but was allowed a visit from the Amnesty delegates. A technical college teacher, he told them that he had also been ill-treated and was subjected to torture under interrogation by members of the security forces at Bubanza police station when he was arrested on December 12, 1991.

Both Long Xiaping from China and Dr. Sari Nusseibah from Israel have served their sentences and have been released. Xiaping served her two-year sentence and there is no further information to suggest she is still detained. Dr. Nusseihah was released on April 28, 1991 after serving a three-month administrative detention.

Although the majority of developments are good news there are, unfortunately, a couple which are less encouraging. Dr. Rajani Thiranagama from Sri Lanka, a lecturer in anatomy at the University of Jaffna and a human rights activist, was shot dead by an unidentified gunman on her way home from work on September 21, 1989.

Amnesty called for a full public inquiry into the killing but this has never taken place and no more information is available.

Professor Moncef Ben Salem from Tunisia is still serving his sentence. He was arrested in April 1990 following an interview he gave to the Algerian Islamic newspaper al-Mungidh, in which he criticised the Tunisian government.

During his garde à vue detention, which exceeded the legally permitted limit of ten days, he was kept at the ministry of interior for more than 36 hours without food and was prevented from sleeping.

We know that writing letters does have a tremendous impact on protecting human rights around the world so please keep writing!

ACADEMIC FREEDOM
LIBERTÉ UNIVERSITAIRE

Tenure trap

By Bernice Schrank
Chair, Academic Freedom & Tenure Committee

Faculty are by now probably familiar with one or more variations on "did you like this course?" etc., put to students some time toward the end of the semester, and preferably not immediately after the faculty member has returned a particularly dreadful set of examinations or term papers.

What objections can there be to such a simple evaluative procedure?

From recent cases, it seems clear to the Academic Freedom and Tenure Committee that the results of student evaluations, far from delivering a straightforward and unimpeachable truth about teaching, are plastic and malleable, subject to a wide range of interpretation depending on what particular argument regarding faculty performance is being advanced.

Let us take the case of Professor X (a conflation of a number of recent cases). Professor X has been denied tenure. Although she has wonderful student evaluations for her senior courses, she does not do as well with her introductory students. They say they have learned a great deal, that she is enthusiastic and knowledgeable about her subject, but that she is sometimes impatient and they would not recommend the course to their friends.

The promotion and tenure committee supported her application for tenure. They noted that she had an excellent research record. With regard to teaching, they emphasized that her evaluations by her senior courses students were impressive. They further noted that even in the introductory courses where she appeared to have difficulty, students had positive as well as negative things to say about her performance as a teacher.

On net, the promotion and tenure committee found that the research of Professor X and her senior teaching more than balanced any difficulties with her introductory courses, and they thus supported her tenure application. The dean overturned this recommendation.

The dean briefly acknowledged that the research record of Professor X was tenure-worthy. He took the view, however, that the teaching of Professor X was hopelessly flawed.

To justify his position, the dean devalued the positive responses of the senior students and privileged the opinions of the introductory students, asserting that the crucial quality of a teacher is to stimulate and encourage beginning students in the discipline.

Further, the dean stated that, in his view, the most important question that may be asked of beginning students is whether they would recommend the course to their friends. Since almost none of them would, the dean concluded that he could not recommend Professor X for tenure.

Among many other considerations, he did not take into account that the appeal of courses in elementary Polish, the subject of the course and the speciality of Professor X, may be limited.

Many of us have seen the process of interpreting student evaluations distorted. When the person being considered for tenure is liked and the evaluations are poor, the argument usually advanced is that Professor Y is a good teacher, he makes his students work, and therefore they do not like him.

When the person being considered for tenure is not liked, as appears to be the case with Professor X, and the evaluations are mixed, a range of negative interpretations of the data are used to "prove" bad teaching.

Even more perverse, when the person being considered for tenure is not liked and the evaluations are good, the argument usually advanced is that Professor A is a bad teacher because he or she is an easy marker, and therefore the students give a positive evaluation, but one which really can't be trusted to provide the "true picture."

To conclude: great care should be taken with the interpretation of student evaluations.

Pièges tendus aux demandes de permanence

Bernice Schrank
Présidente, Comité de la liberté universitaire et de la permanence de l'emploi

Les professeurs sont probablement familiarisés désormais avec l'une ou l'autre des variantes apportées à la question suivante : «Avez-vous aimé ce cours», que l'on pose aux étudiants vers la fin du trimestre et, de préférence, pas immédiatement après que le professeur a rendu des feuilles d'examen ou des devoirs particulièrement difficiles.

Que pourrait-on reprocher à une procédure d'évaluation aussi simple?

Compte tenu de plusieurs cas récents, il apparaît clairement au Comité de la liberté universitaire et de la permanence de l'emploi que les résultats des évaluations des étudiants non seulement n'apportent pas la stricte et irrécusable vérité à propos de l'enseignement dispensé, mais qu'ils sont élastiques et malléables, soumis à un large éventail d'interprétations selon l'argument particulier que l'on examine au chapitre du rendement.

Prenons le cas de la professeure X (c'est une image composée à partir d'un certain nombre de cas récents). La professeure X s'est vu refuser la permanence. Bien qu'elle ait obtenu des évaluations élogieuses de ses étudiants dans les cours avancés, elle n'a pas eu les mêmes commentaires dans ses cours d'introduction. Les étudiants de ce niveau disent avoir appris beaucoup avec elle, la trouvent enthousiaste et estiment qu'elle possède bien sa matière, mais ils pensent qu'elle est parfois impatiente et qu'ils ne recommanderaient pas son cours à leurs amis.

Le comité des promotions et de la permanence a soutenu la demande de permanence de la professeure X. Les membres du comité ont noté qu'elle a établi un excellent dossier de recherche. En ce qui a trait à l'enseignement, ils ont fait ressortir que les évaluations faites par ses étudiants avancés ont été impressionnantes. De plus, ils ont noté que même dans ses cours d'introduction, où elle semblait avoir des difficultés, les étudiants ont eu des commentaires tant positifs que négatifs sur sa prestation comme professeur.

Dans l'ensemble, le comité des promotions et de la permanence a établi que la recherche de la professeure X et son enseignement au niveau avancé compensent largement les difficultés qui se présentent dans les cours d'introduction et ses membres ont donc appuyé la demande de permanence. Le doyen a rejeté cette recommandation.

Le doyen a reconnu en quelques mots que le dossier de recherche de la professeure X méritait la permanence. Toutefois, il a estimé que l'enseignement qu'elle dispense est tout à fait déficient.

Pour justifier sa position, le doyen a affaibli les réponses positives des étudiants avancés et privilégié les opinions des étudiants débutants, en alléguant que la principale qualité d'un enseignant est de stimuler et de soutenir les étudiants qui commencent dans une discipline.

De plus, le doyen a déclaré qu'à son avis la question la plus importante que l'on puisse poser à des étudiants débutants est celle de savoir s'ils recommanderaient le cours à leurs amis. Étant donné qu'aucun d'eux ne le ferait, le doyen a conclu qu'il ne pourrait recommander d'accorder la permanence à la professeure X.

Parmi plusieurs autres considérations, il n'a pas tenu compte du fait que l'attrait des cours de Polonais élémentaire, le cours en cause et la spécialité de la professeure X, peut être limité.

Nous sommes nombreux à avoir observé le processus de déformation qui peut toucher l'interprétation des évaluations des étudiants. Si la personne en question est aimée et que l'évaluation est mauvaise, l'argument avancé est que le professeur Y enseigne bien, qu'il fait travailler ses étudiants et que, par conséquent, ceux-ci ne l'aiment pas.

Si la personne candidate à la permanence n'est pas aimée, comme ce semble être le cas de la professeure X, et que les évaluations sont partagées, un éventail d'interprétations négatives des données sert à «prouver» que l'enseignement est mauvais.

Il y a réaction encore plus perverse. Si la personne en cause n'est pas aimée et que les évaluations sont bonnes, l'argument avancé d'ordinaire est que le professeur A enseigne mal parce qu'il ou elle note avec générosité; par conséquent les étudiants donnent une évaluation positive, mais on ne peut vraiment s'y fier pour avoir une «image exacte».

Conclusion: Il faut veiller à interpréter correctement les évaluations des étudiants.

PROVINCIAL ROUNDUP/SUR LA SCÉNE PROVINCIALE

Task forces in three provinces

by J. Mark Langdon

Right to organize reinstated in B.C.

During the recent B.C. election, the NDP promised to remove from the province's Universities Act, Section 80, which effectively prohibited faculty from forming unions. In July, the government lived up to that commitment.

Dr. Gordon Shrimpton, the new president of CUFA/BC welcomed the decision to remove the 15-year-old section, noting that it "improves the bargaining position" of professors in British Columbia. At the University of Victoria, binding arbitration is expected to be used for the first time and Shrimpton said the change may also affect negotiations at Simon Fraser and UBC.

However, he doesn't think the change will mean a lot in terms of salary increases because the government's 4.2 per cent capital grant increase was deflated by their decision to freeze tuition fees.

On a related note, the government has established the Korbin Commission on labour relations in the public sector. The commission will focus on making collective bargaining less of an adversarial process and will look at ways to reduce costs and increase efficiency in public sector negotiations.

N.B. task force moves to examine universities

A major task force in New Brunswick, the Downie-Landry Commission, has moved to examine post-secondary education in the province after completing a review of the elementary and high school system. Issues to be examined include university autonomy, the transfer of college credits to universities, government funding and student aid.

The Federation of New Brunswick Faculty Associations (FNBFA) and other faculty associations submitted briefs to the task force, which is lead by Jim Downey, former president of the University of New Brunswick and Aldea Landry, a former MLA.

New legislation in Ontario

Colleges and Universities Minister Richard Allen, has introduced legislation designed to improve collective bargaining in Ontario's community colleges. The Colleges Collective Bargaining Statute Law Amendment Act will extend bargaining rights to all part-time staff working on a regular and continuing basis at Ontario's 23 colleges of applied arts and technology. The legislation could affect 14,000 part-time workers.

Another bill introduced by Allen recently is aimed at helping universities develop alternative sources of revenue to support research and scholarly activities. The University Foundations Act — first discussed by the minister at the annual conference of The Canadian Council for the Advancement of Education in Toronto — would allow the government to establish a Crown agency for each university which would receive donations and distribute them within the institution.

People making donations would get the enhanced benefits relating to donations to the Crown under the Income Tax Act. Currently, donors to universities get a tax credit that can be applied to only 20 per cent of their income. Under the new legislation donors would obtain a tax credit applicable to their full income.

Ontario announces "Jobs Ontario Capital" funding

Allen announced in June that the province of Ontario will invest $62.9 million over the next three years to renew college and university facilities. He described the project as "a strategic investment in the strengths of our post-secondary institutions." Nine college and university projects were announced.

Wilfrid Laurier University, in Waterloo, will receive $14.6 million to help build a new science and academic building. After this is completed, the university will renovate and re-equip vacated space for the departments of geography, history, political science and english. The university is contributing $3.7 million.

Brock University in St.Catharines will receive $2.5 million to renew and improve computer science and mathematics facilities.

The University of Western Ontario, in London, will receive $5.5 million to renew the Natural Science Building, the Medical Science Building, Middlesex College and the Engineering Sciences Building. The university is contributing $1.6 million.

Alberta reports on review of scholarship fund

John Gogo, Alberta's Minister of Advanced Education, has announced the results of a review of the Heritage Scholarship Fund. The fund, in place since 1981, was established through a $100 million endowment from the Alberta Heritage Savings Trust Fund. Over the past 11 years, 70,000 post-secondary students have received a total of $98 million from the fund. In recent years, about 10 per cent of post-secondary students have received scholarships.

After consultation with various affected groups, Gogo announced the following changes:

1) Scholarship income may now be used to pay off loans and indebtedness;

2) The province's top 10 Grade 12 students will now be known as Rutherford Scholars and receive an additional $1,500;

3) 60 per cent of awards to graduate students will be given to doctoral candidates, as opposed to the previous equal split between M.A. and Ph.D. students;

4) 200 new awards of $500 will be provided to adult students who have achieved their high school equivalency with an average of 80 per cent on courses required for entry into a post-secondary program; and

5) A three-year, $500,000 excellence in teaching program will be established under which matching funds will be provided to encourage projects to improve teaching at the post-secondary level.

Gogo announced he is considering two other initiatives: The creation of a general scholarship fund for citizens and businesses not wishing to donate to a specific institution and a new scholarship for mature, part-time students.

Dr. Bill Zwerman, president of the Confederation of Alberta Faculty Associations (CAFA), expressed reservations about Gogo's announcement. Zwerman said he is pleased that changes are pending to make more donations tax sheltered. However, he described the actual dollar allotment to students as "a slight step back."

Specifically, while more students will receive funds under the new provisions, most students will receive less money. At both the University of Calgary and the University of Alberta there will be an increase in the number of scholarships but a slight decrease in total funding.

In terms of the provisions for graduate students, Zwerman noted that CAFA has been "warning the government for years about an impending shortage of university faculty."

Roblin to lead Manitoba review

Former Manitoba Premier Duff Roblin will chair a comprehensive review of university education in Manitoba. Working with Roblin as commissioners will be Kevin Kavanagh, former president of Great-West Life, Kathleen Richardson, director of James Richardson and Sons, and Sid Gordon, past chairman of the Grain 2000 Task Force.

The commission, expected to report by the summer of 1993, will deal with the overall governing structure for universities, university management and budgets, public accountability, accessibility, college-university linkages, and potential new regulatory arrangements.

Robert Chernomas, President of the University of Manitoba Faculty Association (UMFA), has struck a committee which will create and distribute "an outline of a response" to the association's membership from which a brief will be prepared and submitted to the committee.

He is concerned about the deterioration of university facilities and a decline in the provincial contribution to higher education. Another concern is the growing number of faculty who are close to retirement age at the same time that tenured hiring has essentially been frozen.

Chernomas concluded that "we are taking this review quite seriously" and noted that he will "request a direct submission from CAUT."

Alden Turner, President of the University of Winnipeg Faculty Association, welcomed establishment of the forum but he expressed concern that members of the commission "may lack the expertise about post-secondary institutions in Manitoba." This could be overcome with a strong research budget, but Turner added: "I'm not sure the budget is adequate."

"There is no clear mandate for the government to act (on the recommendations of the commission) and I'm not sure the ministry has the budget to do so." In terms of the possibility of creating linkages between universities and colleges, Turner said that if this is to be done, the commission should be reviewing the colleges also.

The faculty association is involved in two submissions: the first will be done through the Manitoba Organization of Faculty Associations (MOFA) and will probably focus on broader cultural/social and global issues such as competitiveness, *quality of education*, accessibility and ways to increase the proportion of Manitoba residents who have degrees.

The second submission, by the Winnipeg faculty association will be a joint submission with the university's administration and will outline the goals and concerns of the University of Winnipeg.

Turner feels that universities must emphasize the value of tenure. He pointed to a statement by Jim Ernst, a government MLA, who expressed doubt about the appropriateness of tenure.

Turner concluded that the university's administration has been "very responsible in management of fiscal resources in the last three or four years" but that he would like to see improved laboratory and teaching facilities and more interdisciplinary programs offered.

Saskatchewan announces review

Like Manitoba, Saskatchewan also recently introduced a review of university education. The stated purpose of the review is to "outline the academic and professional needs of the province and its citizens and to determine how the programs offered by the two universities fit into this provincial perspective. Issues such as program duplication and program specialization by our universities will be examined."

The emphasis of the review is to identify which programs are in greatest demand, what new programs should be introduced, which programs might be phased out and whether the universities should attempt to engage in program specialization. In fact, the review openly queries whether the province might benefit from having one university with two campuses.

At the time of writing, Arne Paus-Jennsen, chair of the Faculty Association at the University of Saskatchewan and John Conway, chair of the Faculty Association at the University of Regina, were unavailable for comment.

(J. Mark Langdon is a Ph.D. student in the department of political studies at Queen's University. His fields of study are Canadian politics and public administration, with an emphasis on media coverage of politics.)

Groupes de travail constitués dans trois provinces

par J. Mark Langdon

Rétablissement du droit d'association en C.-B.

Lors des dernières élections provinciales, le Nouveau parti démocratique (NPD) avait promis d'abroger l'article 80 de la loi sur les universités de la Colombie-Britannique. Cet article interdisait la syndicalisation des professeurs d'universités. En juillet dernier, le gouvernement a tenu sa promesse.

M. Gordon Shrimpton, nouveau président de la CUFA/BC, a salué la décision de supprimer l'article, vieux de 15 ans, en soulignant qu'elle améliorera la position de négociation des professeurs dans la province. L'arbitrage exécutoire sera vraisemblablement utilisé pour la première fois à l'Université de Victoria; en outre, selon M. Shrimpton, le changement pourrait influencer les négociations à l'université Simon Fraser et à l'Université de la Colombie-Britannique.

Toujours selon M. Shrimpton, cette modification à la loi n'amènera pas d'augmentations de salaire substantielles, la hausse de 4,2 p. 100 des subventions gouvernementales ayant été annulée par le gel des droits de scolarité.

Dans le même ordre d'idées, le gouvernement a mis sur pied la Commission Korbin chargée d'examiner les relations de travail dans le secteur public. La Commission cherchera des moyens de rendre le processus de négociation plus «civilisé», de réduire les coûts et d'accroître l'efficacité des négociations dans le secteur public.

Un groupe de travail du N.-B. se penche sur la situation des universités

Après avoir étudié la question de l'enseignement élémentaire et secondaire, la Commission Downie-Landry, un groupe de travail important du Nouveau-Brunswick, se penche sur l'enseignement postsecondaire dans la province. La Commission abordera notamment l'autonomie des universités, la reconnaissance par les universités des crédits obtenus au collège, les subventions gouvernementales et l'aide aux étudiants.

La Fédération des associations des professeurs d'universités du Nouveau-Brunswick et d'autres associations de professeurs ont présenté des mémoires au groupe de travail présidé par Jim Downey, ancien recteur de l'Université du Nouveau-Brunswick, et Aldéa Landry, ancienne députée provinciale.

Nouvelle loi en Ontario

M. Richard Allen, ministre responsable des Collèges et des Universités de l'Ontario, a présenté un projet de loi visant à améliorer la négociation collective dans les collèges communautaires. La *Loi de 1992 modifiant les lois en ce qui concerne la négociation collective dans les collèges* élargira le droit de négociation à tous les employés à temps partiel qui travaillent de façon régulière et permanente dans les 23 collèges d'arts appliqués et de technologie de l'Ontario – c'est-à-dire quelque 14 000 travailleurs à temps partiel.

Le ministre a également présenté un autre projet de loi afin d'aider les universités à trouver d'autres sources de financement pour la recherche et les activités savantes. En vertu de la *Loi de 1992 sur les fondations universitaires*, le gouvernement créera, dans chaque université, une société d'État qui recevra les dons et les distribuera au sein de l'université. Le ministre avait présenté le concept pour la première fois à Toronto, dans le cadre du congrès annuel du Conseil canadien pour l'avancement de l'éducation.

Les donateurs jouiraient des avantages que confèrent les dons à des sociétés d'État en vertu de la *Loi de l'impôt sur le revenu*. Actuellement, ces donateurs obtiennent un crédit d'impôt qui ne peut s'appliquer qu'à 20 p. 100 de leur revenu. La nouvelle loi leur permettrait

voir Groupes de travail à la page 17

KAON factory stalled by funding dispute

By Shelley Page

It's billed as Canada's pre-eminent research project for the nineties. A one-kilometre ceramic loop buried beneath the grounds of the University of British Columbia.

Tiny particles called kaons would be created to help physicists trying to understand the nature of matter.

But this $1-billion-plus atom smasher, known as the KAON factory, is still on the drawing board. The five-year-old proposal, touted as Canada's window on the world of multibillion-dollar, multinational scientific super-projects, is stalled because of funding woes.

No sod has been turned, no hardware is being designed, because the federal government and the province of British Columbia can't agree on who will pay the hefty $100 million a year to operate it.

The province of British Columbia says the federal government should pay the whole shot. But the feds say B.C. must pay a good chunk of the yearly bill. So far, neither side is budging. And some physicists are worried.

"I hope we don't miss the window on this project," says Doug Milton, president of the Canadian Association of Physicists. "The longer we wait before KAON is approved, the harder it is to get scientific payback."

"Probably one-third of the subatomic physics community is looking forward to using KAON," adds Hans Mes, director of the Centre for Research in Particle Physics at Carleton University. "If it doesn't go through, they'll have to make alternate plans, or change their line of research."

But not everyone is anxious to see KAON get funding and the go ahead.

Indeed, the battle over this atom-smasher has been the most acrimonious controversy in Canadian science.

At the heart of the dispute is a proposal to expand the existing University of British Columbia-based TRIUMF particle accelerator.

Inside a one-kilometre tunnel buried under the grounds at UBC, an intense beam of protons would be accelerated to 99.8 per cent of the speed of light. The high intensity beam of particles would be aimed at targets to produce smaller fragments on impact.

By studying these fragments — kaons, antiprotons, other particles and neutrinos (hence the name KAON) — scientists hope to understand the fundamental nature of matter.

B.C. already waged and won a battle to get the federal government to help pay for building the facility.

Last October, cabinet minister Kim Campbell announced her government would put a vital $236 million towards the billion-dollar cost of building the KAON factory.

The announcement was made on the eve of the B.C. election and despite vocal opposition from some of Canada's most respected scientific groups.

A joint National Research Council/Natural Sciences and Engineering Research Council study concluded there was no room for a big project like KAON while universities and researchers were crying for cash. The prime minister's own National Advisory Board on Science and Technology (NABST) said KAON should get no money.

But KAON's backers mounted a slick campaign using high-paid lobbyists and political savvy never seen in the Canadian science community.

The B.C. lobby said the benefits to Canadian science and industrial development are enormous.

Campbell's announcement tried to put to rest many of the worries. The $236 million was to be new money and would not be taken out of the existing science budget. The critics, however, noted that the government had failed to respond to the Lortie and Sparrow reports which had demanded that the base federal science budgets be doubled. They suspect the money is going to the KAON factory instead.

But even with the federal government commitment, KAON was still short of capital.

Foreign countries, including the United States and Japan, had "promised" to provide money to build the hardware for the factory. But these promises had to be turned into hard cold cash.

For many months after Campbell's announcement, there was little movement.

B.C.'s newly-elected New Democrat government insisted it was pointless to solicit foreign allies for capital donations before the federal government made concrete advances on funding operating costs. Meanwhile the federal government said they had to get the foreign partners before they would even discuss the operating funds.

In June, B.C. threatened to kill the megaproject rather than let negotiations drag on. The federal government responded by appointing Stan Hagen, a former B.C. Social Credit cabinet minister, as "Canada's representative for the KAON project."

In mid-August, Hagen travelled with Eric Denhoff, B.C.'s chief negotiator for TRIUMF-KAON, and the project's director Erich Vogt, to Japan.

Hagen won't say how the Japanese reacted. But Denhoff said in an interview: "They were very interested. It will probably be a while until we hear back from them."

The trio is planning a visit to government officials in Washington and perhaps Germany. They may also hit Korea, France and Italy for money.

Nicole Bégin-Heick, president of the Canadian Federation of Biological Societies, says KAON should be re-evaluated.

"My question is, after seven years, is it still as scientifically valid as when it was first envisioned?" she said in an interview.

The federation, she says, never questioned the science behind KAON. Instead, it worried that KAON would suck money away from other Canadian science and "destroy research efforts in other areas."

But she says that so far that has not happened. "For the first time in a long time," she says that this year the research granting councils received small budget increases.

Meanwhile, physicists are looking for a quick resolution, either way. Some still say the project should be abandoned.

"If you're going to spend such a vast amount of money you would have to be doing something which is absolutely the best, front rank thing to do," says physicist Bob Orr of the University of Toronto.

"My feeling is, that's not what KAON is."

Orr is hoping that the federal government will commit money to the Superconducting Super Collider, a $10-billion particle accelerator planned for Texas. Orr, who is already involved in the project, says the scientific potential of the Super Collider puts KAON to shame.

But physicists backing this other big project could see their future plans derailed. Money for the Super Collider is in the hands of a U.S. House-senate conference committee.

As for Hagen, he hopes the days of stalling are over.

"I'm trying to accomplish this as quickly as possible. I think one of the difficulties has been that this thing has dragged on for years," he said from B.C. "I want to impress on people we visit, that Canada is serious."

He says he hopes to get signed cheques from the countries as quickly as possible. "But you can't be rude," he says.

Shelley Page is the science writer for the Ottawa Citizen.

Artist's impression UBC KAON Factory

What's a KAON Factory?

The Kaon Factory is a proposed expansion of the existing TRIUMF cyclotron (located at the Univeristy of British Columbia in Vancouver) with a capital cost approaching $1 billion. The protons accelerated in it would have 60 times more energy than those from the present machine, and would generate extremely intense beams of a variety of heavy subatomic particles, as well as neutrinos. It's a factory in the sense that it mass-produces these particles (the acronym **KAON** = **K**aons, **A**ntiprotons, **O**ther hadrons, **N**eutrinos).

When energetic protons collide with target atoms, their energy is converted into particles of matter, some of them rare and short-lived. This permits scientists to study these basic building blocks of Nautre and the forces that govern them. Because of the huge numbers produced, only here can extremely rare interactions can be studied.

Spin-off Benefits

TRIUMF already has a lively technology transfer program, yielding new cancer treatments, new diagnostic isotopes, robotics, controls software, microelectronics, etc., and this will all

Senate gives the Supercollider's backers a big win with vote to provide $550-million in fiscal 1993

By Stephen Burd and
Kim A. McDonald

The Senate last week gave supporters of the Superconducting Supercollider a big win by voting to continue support for the controversial particle accelerator.

Following a month of intense lobbying by President Bush, some scientists, and contractors involved in the project, the Senate voted 62 to 32 to reject a proposal to end support for the ssc. Instead, the Senate voted to provide $550-million for the project in the 1993 appropriation for the Energy Department.

In June, the House of Representatives voted to kill the supercollider, which the Administration estimates would cost $8.25-billion to complete but which critics charge would be much more expensive.

Supercollider opponents said last week that the money allotted for the project could be better spent on reducing the federal deficit and on supporting social programs and other scientific enterprises with more promise of practical applications.

Sen. Richard H. Bryan, a Nevada Democrat, said, "The ssc, if it is not stopped now, will eat up dollars for scientific-research projects and leave few, if any, dollars for less costly but more effective science projects that take place in our laboratories and in our universities throughout the country."

Critics say claims are exaggerated

Critics also accused the project's backers of exaggerating potential scientific spinoffs. Sen. Dale L. Bumpers, an Arkansas Democrat and the sponsor of the proposal to kill the supercollider, joked that the ssc "is reputed to be a cure for cancer, the common cold, sties, corns, athlete's foot, you name it."

Mr. Bumpers said he had expected his proposal to fail because the Department of Energy had contracts with companies in 48 states to contribute to the supercollider, making it difficult for Senators to oppose the project without being accused of putting people out of work. The department, he said, had "learned what the Pentagon has known for 50 years and what NASA is beginning to perfect, and that is, if you want money, contract it in 50 states."

Supercollider supporters argued that the detractors were being short-sighted and that by defeating the project, the Senate would be surrendering American leadership in physics to the Japanese and Europeans.

Sen. Larry E. Craig, an Idaho Republican, said, "If this country can only fund its day-to-day operations, its day-to-day concerns, and it cannot look forward into the future, whether it is a humanitarian future or a scientific future, if we do not have the wisdom to invest for tomorrow, we will not be able to provide tomorrow the kinds of jobs and a dynamic economy that spell a successful nation."

Obtaining fundamental knowledge

The supporters also said that the scientific advances the project offers were well worth the cost. Sen. J. Bennett Johnston, a Louisiana Democrat and chairman of the appropriations subcommittee responsible for the supercollider's budget, said the supercollider was meant to unlock "the most fundamental mystery of the cosmos, what we are made of, and how these parts and forces fit together."

He added that obtaining that fundamental knowledge "has to be worth six-tenths of one per cent of the R&D budget. It has to be worth 43 one-thousandths of this year's (total federal) budget."

After Mr. Bumper's proposal failed, he offered a second one that would have killed the supercollider in a year if the President was unable to guarantee to Congress that the project would receive at least $650-million a year in contributions from foreign sources. The Senate voted to table the amendment.

The votes were not along partisan lines. While 24 Democrats voted to kill the project, 30 others chose to continue it. In addition, Bill Clinton, the Democratic Presidential nominee, supports the ssc.

Last week's votes put the fate of the project in a House-Senate conference committee, which will resolve differences in the two houses' bills. The conference is not expected until September.

Project Expected to Survive

Some Congressional aides say they expect the supercollider to survive that conference, since most of the conferees will be members of the House and Senate Appropriations subcommittees with jurisdiction over energy-research programs - the two panels that have been most supportive of the project.

If the conferees do vote to continue the supercollider, the key question will be whether the committee will provide enough money to keep the project on schedule to be completed by 1999.

Supercollider officials have hinted that they might be able to get by with as little as $400-million. Congress would have to make up the difference in the following year, requiring an appropriation of nearly $1-billion – an unlikely amount, given concern among lawmakers over the growing federal deficit.

The project could be delayed, but Energy Department officials fear that by doing so its overall costs would rise substantially. According to their estimates, the overall cost of the collider would go up an additional $1-million for each day the project is delayed, because of the thousands of construction workers, engineers, and architects who must be kept on the payroll.

(Reprinted with the permission of The Chronicle of Higher Education August 12,1992)

Chief librarian appointment survey completed

By Ruth Sheeran
Bishop's University

A survey to determine the effectiveness of the *CAUT/CACUL Guidelines for the Appointment and Review of University Chief Librarians* carried out last fall indicates general satisfaction with the procedures.

Two questionnaires were sent to each institution, one to the president and one to the faculty association. Seventy-six responses were received, seven of which were not usable because they contained no information or were duplicates.

The responses reveal that in general the guidelines have been followed. The most common deviation tends to be in the composition of the hiring committee where only half of the responses indicate that the guidelines had been used. The support staff was the group most often omitted while the administration was present on all of the committees.

The librarians were in the majority on only 11 per cent of the committees, but shared the majority with another group on 38 per cent of the committees. The faculty were in the majority on the largest number of committees.

The candidates were able to meet with university constituencies from outside the library in 54 per cent of the cases and the candidates met with the librarians and the support staff in 73 per cent of the cases.

Satisfaction with the procedures followed was expressed in 81 per cent of the responses. All of the responses which indicated problems were received from faculty associations. The main area of dissatisfaction was with the amount of interaction between the candidates and the library staff or with the ability of the librarians to supply feedback to the committee.

The second section of the survey sought to gather information regarding the type of appointment held by the chief librarian; whether or not it is renewable, how many times and if there is a review. The results indicate that there is no consistent type of appointment with variations ranging from a five-year term renewable once after review to a continuing appointment until retirement with no review.

The comments present a generally favourable picture at most institutions. In the few cases of dissatisfaction, it seems to be where the chief librarian holds a continuing appointment with no mechanisms for review.

If one were to suggest that the guidelines be modified in any way it would be in three areas. First, the guidelines could state that the librarians should have at least as many members on the committee as the faculty.

Second, the guidelines could state that sufficient time must be allowed for the various groups to question the candidates and form opinions and that there be mechanisms which allow library staff to express their preferences to the committee.

Finally, the surprising lack of information on the part of the librarians answering the survey regarding the type of appointment held by the chief librarian suggests that terms of the appointment should be made public.

The generally favourable atmosphere that seems to exist in the university community regarding the appointment and review of chief librarians suggests that the CAUT/CACUL guidelines are being followed in principle for the most part and that they appear to fulfil their purpose adequately to date in many cases.

Après 15 ans

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70 p. 100 des membres de l'ACPU, participe pleinement à des négociations collectives officielles.

Il a également signalé que le droit de négocier collectivement prévu dans les lois provinciales et fédérales a joué un grand rôle dans la protection et la mise en valeur des droits et libertés dont doivent jouir les professeurs d'université.

Il n'est pas clair que les professeurs d'université de la Colombie-Britannique exerceront leur droit d'accréditation dans un proche avenir. Toutefois, l'abrogation de l'article 80 a peut-être déjà eu quelques répercussions. Ainsi, l'Université de Victoria, après des années de refus, vient finalement d'accepter un régime d'arbitrage exécutoire pour les salaires des professeurs.

Stewart Reid Fellowship recipient named

The awards committee of the J.H. Stewart Reid Memorial Fellowship is pleased to announce its selection for 1992-93. The recipient of the award is Angèle Hamel, a Ph.D. student in the Department of Combinatorics and Optimization, Faculty of Mathematics, at the University of Waterloo.

Ms. Hamel obtained a Bachelor of Science in Mathematics at the University of Prince Edward Island in 1988, and a Master of Mathematics degree from the University of Waterloo in 1990. She has received numerous awards during the course of her education, including NSERC postgraduate scholarships.

Ms. Hamel is in the third year of her doctoral studies at Waterloo and her research project will focus on symmetric functions, specifically on the recently discovered factorial symmetric functions, and on summation theorems for Schur symmetric functions. After completion of her program of studies, she intends to pursue a career as an academic.

The J.H. Stewart Reid Memorial Fellowship was established by CAUT through voluntary contributions by faculty associations and individual faculty members across the country to honour the memory of the first executive secretary of the association.

This year's members of the selection committee were Ron Bercov (Alberta), Krystyna Sieciechowicz (Toronto) and Averil Gardener (Memorial). The $5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working toward a doctoral degree at a Canadian university.

Groupes de travail

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d'obtenir un crédit déductible de leur revenu global.

Le fonds Boulot-Ontario-Construction

En juin, M. Allen a annoncé l'octroi de 62,9millions de dollars, répartis sur trois ans, afin de rénover les installations collégiales et universitaires. Selon lui, il s'agit là d'un projet d'investissement stratégique dans les forces de nos établissements d'enseignement postsecondaire. Au total, neuf collèges et universités bénéficieront de ce financement provincial.

L'université Wilfrid Laurier, de Waterloo, recevra la somme de 14,6millions de dollars pour aider à la construction d'un nouveau pavillon des sciences. Par la suite, l'université restaurera et rééquipera les espaces vacants pour y loger les départements de géographie, d'histoire, de sciences politiques et d'anglais. L'établissement consacrera 3,7 millions de dollars au projet.

L'université Brock, de St. Catharines, recevra 2,5 millions de dollars pour remplacer et améliorer ses installations d'informatique et de mathématiques.

L'University of Western Ontario, à London, se verra octroyer 5,5millions pour rénover ses édifices de sciences naturelles, de médecine et de génie ainsi que le Huddlesex College. L'université consacrera quant à elle 1,6 million de dollars à ce projet.

Rapport sur l'examen du fonds de bourses d'études en Alberta

M. John Gogo, ministre de l'Enseignement supérieur de l'Alberta, a présenté les conclusions de l'examen du fonds de bourses d'études Heritage. Ce fonds, qui existe depuis 1981, a été mis sur pied grâce à un don de 100 millions de dollars provenant du Alberta Heritage Savings Trust Fund. Au cours des onze dernières années, il a permis d'aider 70 000 étudiants de niveau postsecondaire en leur accordant un total de 98 millions de dollars. Ces dernières années, quelque 10 p. 100 des étudiants de niveau postsecondaire ont reçu des bourses d'études.

Après avoir consulté différents groupes intéressés, M. Gogo a annoncé les modifications suivantes :

1. les bourses pourront désormais servir à rembourser les prêts et les dettes;
2. les dix meilleurs étudiants de 12e année dans la province deviendront des boursiers Rutherford et recevront une somme supplémentaire de 1 500 $;
3. les bourses aux étudiants de deuxième et de troisième cycles, qui étaient auparavant réparties également entre les étudiants de maîtrise et de doctorat, seront dorénavant octroyées aux étudiants de doctorat dans une proportion de 60 p. 100;
4. deux cents nouvelles bourses de 500 $ chacune seront octroyées à des adultes qui ont terminé des études équivalentes au niveau secondaire et qui ont conservé une moyenne de 80 p. 100 dans les cours qui leur permettront de s'inscrire à un programme supérieur;
5. un programme triennal d'excellence en enseignement de 500 000 $ sera mis sur pied et des fonds de contrepartie permettront de favoriser les projets susceptibles d'améliorer l'enseignement postsecondaire.

M. Gogo a également indiqué qu'il envisageait le lancement de deux autres initiatives : la création d'un fonds général de bourses d'études pour les citoyens et les entreprises qui ne désirent pas donner à un établissement particulier, et la création d'une nouvelle bourse pour les étudiants à temps partiel d'un certain âge.

M. Bill Zwerman, président de la Confederation of Alberta Faculty Associations (CAFA), a accueilli avec réserve les annonces de M. Gogo. S'il se réjouit des changements qui assureront un meilleur abri fiscal aux donateurs, il considère toutefois que l'allocation actuelle aux étudiants constitue «un léger recul».

De façon plus précise, un nombre plus élevé d'étudiants se partageront moins d'argent. Les bourses seront plus nombreuses aux universités de Calgary et de l'Alberta, mais le financement global diminuera légèrement.

Quant aux dispositions visant les étudiants de deuxième et de troisième cycles, M. Zwerman note que la CAFA a prédit il y a longtemps une pénurie de professeurs d'université.

M. Roblin à la tête de l'étude manitobaine

M. Duff Roblin, ancien premier ministre du Manitoba, sera à la tête d'une commission chargée d'étudier en détail l'enseignement universitaire dans la province. Les autres membres de la commission seront Kevin Kavanagh, *ancien président de la société Great-West Life*, Kathleen Richardson, directrice de *la société* James Richardson and Sons, et Sid Gordon, ancien président du groupe de travail Grain 2000.

La commission se penchera sur les structures administratives des universités, leur gestion, leurs budgets, leur responsabilité publique, leur accessibilité et leurs liens avec les collèges, ainsi que sur la possibilité d'édicter de nouveaux règlements. Elle devrait déposer son rapport à l'été 1993.

M. Robert Chernomas, président de l'association des professeurs de l'Université du Manitoba, a formé un comité qui préparera une «ébauche de réponse» à l'intention des membres de l'association. Cette ébauche jettera les bases d'un mémoire qui sera présenté au comité.

M. Chernomas s'inquiète de la détérioration des installations universitaires et de la diminution des contributions provinciales à l'enseignement supérieur. Il s'inquiète également du grand nombre de professeurs qui atteindront bientôt l'âge de la retraite et du fait que l'embauche de personnel permanent a presque cessé.

M. Chernomas termine en disant que son comité prend l'étude très au sérieux. «Je demanderai à l'ACPU de présenter un mémoire», ajoute-t-il.

M. Alden Turner, président de l'association des professeurs de l'Université de Winnipeg, a quant à lui bien accueilli la formation d'un tel forum, mais s'inquiète du fait que les membres de la commission «ne connaissent peut-être pas suffisamment les établissements postsecondaires du Manitoba». Si la commission était dotée d'un important budget de recherche, cet obstacle pourrait être surmonté. Mais selon M. Turner, ce n'est sans doute pas le cas.

«Rien n'indique que le gouvernement donnera suite aux recommandations de la commission, et je ne suis pas certain que le ministre possède le budget pour le faire», explique M. Turner. Il poursuit en soutenant que la commission devrait aussi examiner le fonctionnement des collèges si elle désire analyser les liens entre les universités et les collèges.

L'association participe à la préparation de deux mémoires. Le premier, qui sera présenté par la Manitoba Organization of Faculty Associations, portera probablement sur des questions culturelles et sociales plus vastes et sur des questions globales telles que la compétitivité, la qualité de l'éducation, l'accessibilité et les moyens d'augmenter le nombre de diplômés parmi les Manitobains.

Le second mémoire, préparé par les professeurs de l'Université de Winnipeg en collaboration avec les responsables de l'université, traitera des objectifs et des préoccupations de l'établissement.

Selon M. Turner, les universités doivent favoriser la permanence. Il souligne les propos de Jim Ernest, ancien député provincial, qui doutait de la validité de la permanence.

M. Turner termine en soulignant qu'au cours des trois ou quatre dernières années, l'administration universitaire a géré les ressources financières de l'institution de façon très responsable. Il souhaite maintenant que les laboratoires et les salles de classe soient améliorés et qu'un plus grand nombre de programmes interdisciplinaires soit offert.

La Saskatchewan annonce son étude

Tout comme le Manitoba, la Saskatchewan a entrepris dernièrement un examen de son enseignement universitaire. L'étude vise à dresser la liste des besoins professionnels et scolaires de la province et de ses citoyens, et à déterminer si les programmes offerts par les deux universités reflètent la perspective provinciale. Parmi les questions étudiées, citons la duplication des programmes et leur spécialisation.

En plus de cerner les programmes les plus populaires, de déterminer les nouveaux programmes à mettre sur pied et d'identifier les programmes qui pourraient être délaissés, l'étude se penchera sur l'opportunité, pour les universités, de s'engager sur la voie de la spécialisation. En fait, elle examinera ouvertement s'il ne serait pas plus avantageux pour la province de ne compter qu'une seule université comportant deux campus.

Nous n'avons pu recueillir les commentaires d'Arne Paus-Jennsen, président de l'association des professeurs de l'Université de la Saskatchewan, et John Conway, président de l'association des professeurs de l'Université de Regina.

(J. Mark Langdon est un étudiant au doctorat du département des sciences politiques à l'université Queen's. Il étudie la politique canadienne et l'administration publique, sous l'angle particulier de la couverture médiatique.)

CAUT BOOKSHELF / LE COIN DES LIVRES

Public Purse, Public Purpose: Autonomy and Accountability in the Groves of Academe

by James Cutt and Rodney Dobell
Institute for Research on Public Policy
Halifax and Ottawa, 1992

This book is a collection of papers first given at an Institute for Research on Public Policy (IRPP) meeting in November 1990. It is significant that until CAUT solicited an invitation to this meeting, the organizers had not thought fit to include anyone involved in faculty associations, campus unions or student bodies.

Fred Wilson and I were thus the only representatives of the great unwashed. Why this happened is made evident on page 2 of this book where James Cutt and Rodney Dohell make clear that the enemy is academic self-government and faculty unionization and that the solution to the problems of the universities is to strengthen the management.

Further on in the book there is a celebration of David Cameron's views on how we must increase the power of the boards of governors in order to achieve salvation.

The editors then go on to report that there was agreement among those present (although not by the representatives of CAUT) that a major responsibility of boards of governors in Canadian universities was "...to reinvigorate leadership through strengthening the role of senior management of universities, particularly university presidents who had lost a great deal of the authority and capacity to act and lead as a result of the so-called democratization process of universities in the 1960s and 1970s in Canada."

Another consensus was reported, namely that boards of governors should ensure that faculty and their programs should be evaluated but that boards should not meddle in the affairs of the management. One wonders whether the four university presidents who spoke and contributed to this volume (Robin Farquhar of Carleton, Patrick Kenniff of Concordia, David Strangway of UBC and Harry Arthurs of York) share this anti-union and anti-collegial stance.

The conference and the book was, it would appear, conceived as a celebration of good old-fashioned top-down Victorian management styles. No one who has seen the functioning of IRPP in relation to university issues in recent years should be at all surprised.

There is also a remarkable naivety in the main recommendation of Cutt and Dobell, namely that if universities embrace value-added accounting (whose great patron saint was Ken Dye in Ottawa) governments will be magically transformed from their current hostile view of universities to a favourable one. Value added accounting, of course, begs a couple of questions — whose values and who decides.

In Ottawa under Ken Dye it was quite clear that the value to be assessed was the right wing agenda although from time to time Mr. Dye seemed to be saying that auditors should usurp the power of Parliament and impose their own values. Either proposition is unfortunate. The first merely dresses up the current political agenda in fancy language to try to mystify and deflect criticism. The other is simply undemocratic.

In fact, as one of the participants in the conference said, governments that do not see universities as high priorities and are determined to cut will cut, however much paper is generated by the universities. We should, he suggested, only adopt those management techniques and gather that data which are, in fact, useful for making the university a better and more efficient place.

In my view we may want to generate additional data for public relations and lobbying purposes, but we should be clear about what we are doing and why and analyze the true costs as well as the benefits.

In a sense what Cutt and Dobell want to do is eliminate politics and ensure that everything is run on a technocratic model. This is, of course, a dream that recurs in North America from time to time, particularly when times are bad or politicians seem particularly out of touch. But in the end it remains a dream because reality is otherwise.

Fortunately not all the invited contributors were prepared to sing from the same hymn book. Harry Arthurs, President of York University, expressed doubt about the assumptions of historical inevitability and of the merits of technocratic management that underlay the conference.

"So," he said, "my first very large concern is that you have read the entrails incorrectly or, if you have read them correctly, you have found them in the wrong chicken." He then suggested that university funding was a political issue which would be settled in the political arena.

David Strangway, President of UBC, made a strong case that university presidents already report to and are accountable to a wide range of bodies both internal and external to the university.

Ron Watts, former principal of Queen's, noted, apropos of boards of governors, that in Ontario in the 1970s the Conservatives shifted from seeking valuable independent citizens to the appointment of party hacks chosen by Conservative party headquarters. He also suggested that performance indicators, so beloved by the technocrats and civil servants, had not, in practice, proved to be the magic solution to efficient university governance when adopted elsewhere.

It is a pity that the book took so long to be published. This meant that the contributions of Stewart Goodings and Gary Mullins praise the impending federal/provincial inquiry into education under Doug Wright when, of course, that initiative died with Meech Lake. Some decent editing might at least have noted this problem.

All in all it was a depressing and reactionary conference and, not surprisingly, it produced a depressing and reactionary book.

(Review by Donald C. Savage, Executive Director, CAUT)

Le Droit de l'enseignement supérieur

Andrée Lajoie, Michelle Gamache
Les Éditions Thémis

Publié en 1990 par la faculté de droit de l'Université de Montréal, cet ouvrage est divisé en deux parties: 1- le cadre international et constitutionnel et 2- le système d'enseignement supérieur est strictement axé sur le Québec.

La première partie est consacrée à l'aspect beaucoup moins connu des règles sur le financement des universités au Québec, sur l'accessibilité à l'enseignement universitaire, sur le contrôle des programmes autorisés et le recrutement accepté ou imposé ainsi qu'à la légalité des ces règles. La légalité des contingentements, entre autres au niveau des obligations internationales fait l'objet d'une étude.

On y examine également de façon extrêmement intéressante la compétence provinciale en matière d'éducation incluant le niveau universitaire ainsi que la compétence constitutionnelle au point de vue de la recherche. Personnellement, je trouve l'argument sur la recherche intéressant mais développé de façon plus ou moins convaincante, en particulier l'argument sur la compétence fédérale.

Une analyse des dispositions pertinentes de la Déclaration universelle des droits de l'homme, du Pacte international relatif aux droits économiques, sociaux et culturels ainsi que de la Constitution canadienne décrit bien le contexte juridique de l'enseignement supérieur.

La deuxième partie, beaucoup plus développée se consacre aux régimes juridiques des organismes centraux et des universités ainsi qu'à ceux régissant les rapports entre professeurs et étudiants et ces institutions.

Un très long chapitre est consacré à la carrière professorale et aux droits et obligations des professeurs d'université. J'ai beaucoup apprécié la nuance faite par les auteurs entre la liberté universitaire des étudiants en tant que liberté, et celle des professeurs en tant que droit. Je vous encourage particulièrement à lire ces sections. Pour ceux et celles qui s'intéressent aux rapports du travail dans le milieu universitaire, on y confirme en détail la complexité du statut de professeur en décrivant la base ainsi que les exceptions.

L'ouvrage touche également brièvement les rapports juridiques plus spécieux des chercheurs et chercheuses ainsi que des chargés(ées) de cours dans le système québécois.Bien que conçu autour du régime québécois, ce livre peut s'interpréter ou se transposer en majeur partie au bénéfice du Canada anglais surtout en ce qui concerne plus particulièrement la carrière professorale.

Ce traité est très spécialisé et ne s'adresse qu'aux initiés(ées) en droit et au milieu universitaire.

(compte rendu de Mariette Blanchette, ACPU)

New Releases

Roll of the Dice:
Working with Clyde Wells
during the Meech Lake Negotiations
Author: Deborah Coyne
Publisher: James Lorimer & Co.
154 pages; $16.95; softcover

A Handhook for Teachers
in Universities and Colleges:
A Guide to Improving Teaching Methods
Revised Edition
Authors: David Newble & Robert Cannon
Publisher: Kogan Page (UK); Gage (Can)
161 pages; $31.10; softcover

The Canadian Guide to Working
and Living Overseas
Author: Jean-Marc Hachey
Publisher: ISSI, P.O. Box 588
Station B, Ottawa K1P 5P7
502 pages: $34.50; softcover

Constitutional Politics:
The Canadian Forum Book on the
Federal Constitutional
Proposals 1991-92
edited by Duncan Cameron and
Miriam Smith
Publisher: James Lorimer & Co.
237 pages: $9.95: softcover

From Protest to Power:
Social Democracy in Canada
1900 - Present
Author: Norman Penner
Publisher: James Lorimer & Co.
168 pages; $16.95: softcover

The Costs of Constitutional Change:
A Citizen's Guide to the Issues
Author: George Fallis
Publisher: Jamer Lorimer & Co.
108 pages: $14.95; softcover

THE INSTITUTE FOR CLINICAL EVALUATIVE SCIENCES (I.C.E.S.)

The Institute for Clinical Evaluative Sciences (I.C.E.S.) has recently been established at the Sunnybrook Health Science Centre by the Ontario Ministry of Health and the Ontario Medical Association to analyze the services physicians deliver with the goal of ensuring the best health outcomes for patients. We are seeking individuals for the following contract positions;

FACULTY LEVEL CLINICAL EPIDEMIOLOGISTS AND HEALTH SERVICE RESEARCHERS

Responsibilities:

■ Reporting to the C.E.O. as Scientists and Project Leaders for core research teams, you will develop, initiate and manage research in one or more of the following areas:

■ health service research ■ clinical epidemiology ■ technology assessments ■ biostatistics ■ health economics ■ decision sciences

■ Develop and promote collaborative and funding relationships with other researchers, institutions, and agencies.

Qualifications:

■ Ph.D. or M.D. ■ Proven research experience ■ Appropriate publication and granting record

All disciplines will be considered. In particular, applicants with an interest in Oncology and Geriatrics are encouraged to apply.

Multi-year contracts will be negotiated at competitive salaries.

Interested applicants please forward appropriate *Curricula Vitae* to:

The Institute for Clinical Evaluative Sciences
c/o Human Resources Department
Sunnybrook Health Science Centre
2075 Bayview Avenue
North York, Ontario, CANADA M4N 3M5

CLASSIFIEDS/ANNONCES CLASSÉES

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 – 14th. St. N.W., Washington, DC 20005; tel: 202-737-5900.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél:(202) 737-5900.

CAUT/ACPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs of affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la reception des demandes avant le 30 du mois de publication.

L'Éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigènes, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

ACCOUNTING & FINANCE

UNIVERSITY OF MANITOBA, Faculty of Management. Applications are invited in the areas of (i) accounting and (ii) finance. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open, July 1, 1993 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Application should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

ANAESTHESIA

UNIVERSITY OF TORONTO - Chair, Department of Anaesthesia. The Faculty of Medicine at the University of Toronto is seeking a Professor and Chair with tenure for the Department of Anaesthesia. This position is to be filled by May 1st, 1993. The Department is based in nine University-affiliated hospitals. The clinical caseload available within these hospitals is very comprehensive and has permitted the development of all sub-specialties of Anaesthesia. The Department is extensively involved in undergraduate and postgraduate education at all levels and in the past five years, significant progress has been made in the development of a successful research program. The candidate that the Faculty is seeking will be a qualified anaesthetist with a recognized academic reputation in teaching and research, together with a demonstrated capability in administration. His/her academic status should be such that full Professorial rank would be anticipated. Applications, along with a current curriculum vitae and the names of three referees, should be sent to: Dr. G. Hervey Anderson, Acting Dean, Faculty of Medicine, University of Toronto, Medical Sciences Bldg., Toronto, Ont., M5S 1A8. Applications should be received by November 30th, 1992. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed firstly to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. The Department of Anaesthesia invites applications to fulltime positions in the College of Medicine and the Royal University Hospital, Saskatoon, Saskatchewan. Remuneration and benefits will be commensurate with academic standing and past experience, and are competitive with other Canadian institutions. Specific time will be available to pursue research and other academic interests. The successful candidate will receive a fulltime academic appointment in the College of Medicine. The Royal University Hospital is the tertiary care facility for more than half the province. The department offers active service in virtually all subspecialties, including obstetrics, pediatrics, cardiac surgery, intensive care and pain management. Clinical facilities are outstanding, while both clinical and laboratory research capabilities are excellent. This position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. The University of Saskatchewan is committed to the principles of employment equity. Applications should be directed by September 30, 1992 to: Dr. Peter Duncan, Professor and Chairman, Department of Anaesthesia, Royal University Hospital, Saskatoon, Saskatchewan, S7N 0X0.

ANATOMY & NEUROBIOLOGY

DALHOUSIE UNIVERSITY, Halifax, Nova Scotia. The Department of Anatomy & Neurobiology at Dalhousie University invites applications for a tenure-track position at the Assistant/Associate Professor level which could commence as soon as September 1992. Candidates must have a Ph.D. and have undarteken postdoctorat training. The ability to teach histology, gross anatomy of neuroanatomy is desirable, and the candidate will be expected to undertake an independent research programme. Current research activities within the department include neurobiology, functional morphology and cell biology. Applications should include a curriculum vitae, representative reprints, a summary of present research activities, an outline of future research directions and the names of three referees. Applications will be considered until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Please apply to: Dr. D.A. Hopkins, Professor and Head, Department of Anatomy & Neurobiology, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7 (Phone: (902) 494-6850, FAX: (902) 494-1212).

ANTHROPOLOGY

YORK UNIVERSITY. Faculty of Arts, Department of Anthropology. Applications are invited for two Tenure-track positions, at the assistant professor level, in socio-cultural anthropology, beginning July 1, 1993, subject to budgetary approval. The successful candidates must have a completed PhD in socio-cultural anthropology with e proven research and publications record and a demonstrated commitment to teaching. Strong interdisciplinary interests are an advantage. The first position is for a specialist in the practices and discourses associated with stigmatized minorities (including ethnic groups, people of colour, people with mental and physical disabilities, and gender among others). Applied/public policy focus would be an additional asset. Geographical area is open. For the second position, a social anthropologist for the 21st century is sought: one who is interested in shaping the future of the discipline and the global society. Specializations could include environmental issues, science and technology, social inequalities, human rights and social justice; knowledge, discourse and their social uses; and other innovative areas. Geographical area is open. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. York encourages applications from all qualified candidates, including women, native peoples, persons with disabilities, and visible minorities. Applicants should include a covering letter indicating their teaching and research interests and a detailed resume, and arrange to have three letters of reference sent in support of their application sent to: Dr. Gus Thaiss, Chair, Department of Anthropology, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for receipt of applications and supporting documents is December 11, 1992.

ARCHITECTURE

UNIVERSITY OF BRITISH COLUMBIA, The School of Architecture. One fulltime, tenura track position is available from July 1, 1993 to a person qualified to teach and direct research in the history and theory of Architecture. Assignments will include teaching and supervising research in a post-professional graduate program, and teaching in a three year professional Bachelor of Architecture program which is being converted to e professional Master program. The appointment will be made at the Assistant Professor level. Candidates must hold an advanced degree in Architecture or Fine Arts and a Ph.D. degree in the history and theory of Architecture with a specialization in the work of the 20th century. They should also be able to teach highly motivated architecture students to serve the rigour and content of their work. Preference will be given to candidates with teaching experience, research and publications in their area of specialization. The salary will depend on experience, and the position is subject to final budgetary approval. Interested persons should send résumas and e list of referees by 1 December 1992 to: Professor Sanford Hishen, Director, School of Architecture, The University of British Columbia, 6333 Memorial Road, Vancouver, B.C. V6T 1W5. The University of British Columbia encourages applications from qualified women and minority applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ARTS

THE UNIVERSITY OF WESTERN ONTARIO - Dean of Arts. Applications and nominations are invited for the position of Dean, Faculty of Arts, The University of Western Ontario. The appointment, to be effective 1 July 1993 or as soon as possible thereafter, is for a period of seven years, renewable. Candidates should have an established reputation as an academic researcher and teacher and should have the necessary administrative and interpersonal skills to provide leadership for the continuing development of the academic programs and research within the Faculty. The University of Western Ontario has a total enrolment of 18,931 full-time equivalent students in graduate, undergraduate and professional programs. The University also has a very active Faculty of Part-Time and Continuing Education. The Faculty of Arts has 128 full-time faculty members in six different departments: Classical Studies, English, French, Modern Languages and Literatures, Philosophy and Visual Arts. The undergraduate programs have over 2,354 full-time students. The Faculty is very active in research and graduate teaching with 159 full-time equivalent graduate students and many others who are attending part-time. The Faculty of Arts is affiliated with two interdisciplinary centres: The Centre for Women's Studies and Feminist Research and the Centre for the Study of Theory and Criticism. Nominations and applications should be submitted by 30 November 1992 to: Professor T.J. Collins, Provost and Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Telephone (519) 661-3110, FAX (519) 661-3139. Applications should include e curriculum vitae and the names of at least three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

AUDIOLOGY

McGILL UNIVERSITY. Associate Professor. Tenure-track. Exceptional career opportunity for Ph.D. in audiology, hearing science, or related field to join dynamic speech and hearing department in a strong cognitive neuroscience research context. Opportunity to work with outstanding researchers and clinical students in long established master's and doctoral programs. We are interested in candidates with clear research vision in the areas of auditory and speech processing and/or associated disorders. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. To apply, send curriculum vitae, names of three references, and copies of representative publications to Tanya M. Gallagher, Ph.D., Director, McGill University, Faculty of Medicine, School of Human Communication Disorders, 1266 Pine Avenue West, Montreal, Quebec H3G 1A8

BIOLOGICAL SCIENCES

BROCK UNIVERSITY. Department of Biological Sciences - Neurobiologist-Physiologist. Assistant Professor of Biological Sciences (Tenure-track) (subject to budgetary approval). The candidate must have expertise in modern methods of cellular electrophysiology and research interests that cover the molecular to the behavioural. Teaching requirements span the ranga of undergraduate lavels and may include contributions to courses for non-science majors. The candidate is expected to maintain a vigorous, independent research program, compete for external funding, and participate in graduate student education in the M.Sc. level. Before October 15, 1992, please submit curriculum vitee, a brief description of research interests and the names and telephone numbers of three individuals who are willing to provide letters of evaluation to: Chair, Neurobiology Search, Department of Biological Sciences, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to e positive action policy aimed at reducing gender imbalances in faculty, qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

BUSINESS ADMINISTRATION

WILFRID LAURIER UNIVERSITY. Applications are invited for faculty positions in Accounting, Management and Organizational Behaviour, Marketing, Operations and Decision Sciences, and Policy, commencing 1 July 1993. Limited Term and Visiting Positions are available in all these areas. Tenure Track positions are available in Accounting, Management and Organizational Behaviour, Marketing, and Policy. Depending on qualifications and experience, appointments will be made up to the rank of Associate Professor for positions in Accounting and Policy and up the rank of Assistant Professor for all others. The School of Business and Economics emphasizes a balance between teaching and research. Qualifications include Ph.D. or ABD with evidence of strong teaching and research potential. Specific areas of expertise sought for these positions include taxation and financial accounting for Accounting, organizational behaviour, organizational theory and human resources management for Management and Organizational Behaviour; communications, services marketing, and consumer behaviour for Marketing; operations management for Operations and Decision Sciences, and strategic management, entrepreneurship, small business management, international business for Policy. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies, welcomes applications from all qualified women and men, and provides a smoke free working environment. Applications accepted until positions are filled. Send applications to: Dr. Robert Ellis, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5

BUSINESS ADMINISTRATION & COMMERCE

QUEEN'S UNIVERSITY, School of Business invites applications for one position in each of the following: Financial Accounting; Marketing, Policy and Strategy. The Financial Accounting and Marketing positions require a doctoral degree, an established research record and a clear indication of the ability to provide leadership in our Ph.D. Program in Management. These appointments will be at the Associate or Full Professor level. The Policy and Strategy position requires e Ph.D. degree or near completion of studies toward one. A commitment to teaching and research in this vital area within our undergraduate and MBA programs is mandatory as is the potential to contribute at the Ph.D. level. Appointment will likely be at the Assistant or Associate Professor level. The School of Business is committed to excellence in both research and teaching. Normally, faculty members are expected to be involved in the undergraduate, master's and Ph.D. programs. In accordance with Canadian Immigration requirements, priority considerations will be given to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. In all cases salary will be commensurate with qualifications and experience although the positions are subject to budgetary approval. The effective dale for the appointments is July 1, 1993. Applications will be accepted until positions are filled but should be submitted, including the names of three referees, by December 31, 1992 to: W.E. Mikles, Acting Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 (Fax: (613) 545-2013).

CONCORDIA UNIVERSITY. Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems. Applications are invited for tenure-track and visiting positions at all ranks, in Management Information Systems and Production/Operations Management, effective June 1, 1992. For appointment as Assistant Professor, preference will be given to candidates who have completed their PhD and who have e strong research orientation. Candidates for higher ranks must provide evidence of excellent teaching and research. Salaries are competitive and depend on rank, research record, and experience. Successful candidates will participate in

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teaching and research supervision in the following programmes: Undergraduate, Graduate Diploma, MBA, EMBA, MSc, and PhD. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizen and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tomberlin, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8

CONCORDIA UNIVERSITY: Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systeme. The Department wishes to nominate an eligible applicant with a strong research orientation in Management Information Systems and/or Production/Operations Management for an NSERC Women's Faculty Award. NSERC gives preference to nominees who are within five years since the completion of their doctoral degree. Nominees will also be offered a tenure-track position at the Assistant Professor level starting June 1, 1992. Should the nominee be granted an award, it is expected that she would devote most of her time to research, undertaking only o limited emount of teaching. Concordie University is committed to Employment Equity at all levels, and encourages applications from eboriginal peoples, visible minorities and disebled persons. Only women who are currently citizens or permenent residents of Caneda are eligible for the award. Interested candidates are invited to send an applicetion incuding curriculum vitae and the names of three acedemic referees to Jerry Tomberlin, Chair, Department of Decision Sciences and Management Information Systems, Concordie University, 1455 de Marsonneuve Blvd West, Montreal, Quebec H3G 1M8.

CARDIOLOGY

UNIVERSITY DF SASKATCHEWAN - Academic Non-Invasive Cardiologist: Full time appointment available in Division of Cardiology, Department of Medicine, University of Sesketchewan. Demonstrated capabilities in teaching, basic or clinical research, special skills and training in non-invasive cardiology. Applicants must have a fully unrestricted licence to practise medicine in Canada. In accordance with Canadian Immigration requirements, priority will be given to citizens and permanent residents of Canada. The University of Sasketchewan is committed to the principles of Employment Equity. Forward CV with names of three referees to Dr. R.M. Bala, Chairman, Department of Medicine, University of Seskatchewan, Saskatoon, Canada S7N 0X0. Deadline: Sept. 30/92.

CHEMISTRY

UNIVERSITY OF ALBERTA - Chemistry of Fungal Metabolites. Applications are invited for a Research Associate position in the area of the chemistry and biology of fungal metabolites. The successful candidate must have a Ph.D. in organic chemistry and published research experience in the chemistry of fungal metabolites. A knowledge of and experience in culturing techniques and biological assays is essential, as well as experience in the isolation and structure determination of fungal metabolites. A knowledge of biosynthetic techniques using 13C nmr will be advantageous. The initial salary will be in the range of $24,000-$26,000 depending on experience. The position is funded for three years, subject to annual renewal of funding. In accordance with Canadian immigration requirements, this application is directed primarily at Canadian citizens and permanent residents of Canada. Completed applications with a list of publications and three professional referees must be received by October 31, 1992. Respond to: Dr. W.A. Ayer, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF TORONTO, Department of Chemistry - Tenure-Stream Positions. The Department of Chemistry, University of Toronto, invites applications for tenure track positions at the Assistant Professor level in Biological Chemistry (theoretical, physical, inorganic or organic), Environmental Chemistry and Synthetic Organic Chemistry, effective on or after July 1, 1993. Applicants should possess a strong academic background and an excellent research record. The successful candidate will be expected to conduct active and innovative research programs and to teach at both the undergraduate and graduate level. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply for positions. Applications will be accepted until December 31, 1992. Applicants should provide a curriculum vitae and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario, Canada, M5S 1A1.

ACADIA UNIVERSITY: The Chemistry Department at Acadia University invites applications from qualified individuals for two tenure track positions at the level of Assistant Professor starting July 1, 1993. The successful applicants must have a Ph.D. An organic chemist who will be expected to teach courses in organic chemistry is required for one position (refer to position number 20202). The other position is in the area of analytical chemistry (refer to position number 20203). Persons with a Ph.D. in analytical chemistry, as well as persons with a strong background in analytical chemistry will be considered. Teaching courses in analytical chemistry is expected. For both positions the applicants will be expected to develop a viable research program, as well as participate in the general teaching of the department. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal-opportunity employer. Applicants should submit their curriculum vitae, including a list of research interests, and the names of three referees. The closing date for applications is November 30, 1992. Dr. Michael E. Peach, Head, Department of Chemistry, Acadia University, Wolfville, NS B0P 1X0.

UNIVERSITY OF MANITOBA, Winnipeg, Manitoba - Post Doctoral Training Program in Clinical Chemistry, Health Sciences Centre/St. Bonitace General Hospital. Applications are now being accepted for a position in a 3-year post doctoral training program in Clinical Chemistry (approved by the Canadian Academy of Clinical Biochemists and the American Association for Clinical Chemistry) to start July 1, 1993. Candidates must have a Ph.D. with a good background in either Chemistry, Biochemistry, Pharmacology, Immunology, or a related discipline, or an M.D. degree. The Departments of Clinical Chemistry provide service, research, and teaching for two University Hospitals with a total of 1,750 beds, and a School of Medicine. Starting salary will be approximately $30,000.00. Applications including curriculum vitae and 3 letters of reference should be sent by November 1, 1992 to Dr. P. Desjardins, Department of Clinical Chemistry, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, Canada, R3A 1R9, telephone (204) 787-2843, fax (204) 787-3846.

UNIVERSITY OF ALBERTA - Research Associate. The Alberta Peptide Institute is seeking a highly motivated scientist for the position of Facility Manager. This unique position has a variety of duties and responsibilities that include: Directing research level in Biological Chemistry (theoretical, physical, inorganic or organic), Environmental Chemistry and Synthetic Organic Chemistry, effective on or after July 1, 1993. Applicants should possess a strong academic background and an excellent research record. The successful candidate will be expected to conduct active and innovative research programs and to teach at both the undergraduate and graduate level. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply for positions. Applications will be accepted until December 31, 1992. Applicants should provide a curriculum vitae and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario, Canada, M5S 1A1.

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UNIVERSITY OF ALBERTA - Research Associate. The Alberta Peptide Institute is seeking a highly motivated scientist for the position of Facility Manager. This unique position has a variety of duties and responsibilities that include: Directing research, synthesis and purification of synthetic peptides and synthetic peptide-conjugates, protein sequencing, amino acid analysis, HPLC and mass spectrometry of biomolecules. We offer competitive salaries and an excellent benefits package ($33,951 to $45,691 depending on qualifications and experience). Closing date for this position is September 30, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to the Canadian citizens and permanent residents of Canada. An interested applicant should send his or her C.V. and direct three letters of reference to: Dr. Robert S. Hodges, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF BRITISH COLUMBIA: Faculty of Medicine - Head, Department of Biochemistry. The Faculty of Medicine, University of British Columbia invites applications and nominations for the position of Head of the Department of Biochemistry. We seek an academic leader who will direct and develop the teaching and research programs of the Department. The Department has 25 Full-time Faculty members and attracts research support of approximately $5.5 million annually. Candidates should be qualified biochemists with a proven record of scholarly achievement and a strong research background, a commitment to undergraduate and graduate teaching and the ability to encourage and to develop interdisciplinary initiatives. Starting date will be July 1, 1993. Salary will be commensurate with experience and qualifications. This appointment is subject to final budgetary approval. UBC encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this ed is directed to Canadian citizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and the names of three references, should be directed by September 30, 1992 to: Dr. M.J. Hollenberg, Dean, Faculty of Medicine, Room 317, Instructional Resources Centre, University of British Columbia, 2194 Health Sciences Mall, Vancouver, BC V6T 1Z3.

CLASSICAL STUDIES

UNIVERSITÉ D'OTTAWA. Le Département des Études enclennes de l'Université d'Ottawa sollicite le candidature de philélinistes à un poste eu niveau de professeur(e) adjoint(e) susceptible de conduire à la permanence. Emploi (date d'entrée en fonction: le 1er juillet 1993). Les candidats et candidates posséderont le doctorat et seront en mesure d'enseigner la langue, la littérature, l'histoire et la civilisation grecques anciennes en français. Un dossier de publications qui permette d'être admis à l'École des Études supénieures et de la Recherche de l'Université est souhaitebte. De l'expérience dans l'enseignement et des qualités pédagogiques sont également recherchées. Onze professeurs oeuvrent à plein temps au sein du Département. On y offre des programmes de 1er, 2e et 3e cycles en français et en anglais. Le bilinguisme est une condition de le permanence. L'Université eppligue une pelitique d'équité en matiére d'emploi. Le traitement et la charge de travail seront en conformité avec le convention collective. Conformément aux exigences prescrites en matière d'immigration au Canade, cet avis de concours s'adresse en premier lieu eux citoyens canadiens et aux résidenis permenents. Prière d'adresser sa lettre de candidelure, son curriculum vitae et le nom de trois répendants, event le 1 octobre 1992, à: Monsieur John Yerdley, Directeur, Département des Etudes anciennes, Université d'Ottawa, Ottewe, Ontario, Canada, K1N 6N5.

COMPUTER SCIENCE

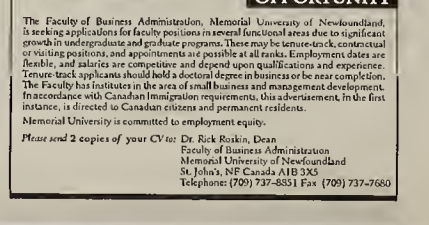
UNIVERSITY OF SASKATCHEWAN, Computational Science. Applications are invited for a tenure-track position at the rank of Assistant Professor. Applicants must have a Ph.D. in Computer Science or a closely-related discipline and demonstrated research ability in networks or computer systems. The University of Saskatchewan services over 16,000 full-time students on an attractive campus overlooking the South Saskatchewan river in Saskatoon. Computational Science is a young, active department of 16 providing B.Sc., B.Comm., M.Sc. and Ph.D. degrees to students in a number of different colleges. A new Engineering program is in the final stages of planning. The Department's research laboratory provides a wide range of state-of-the-art computing facilities, featuring SUN, HP and DEC workstations on an Ethernet LAN. An SGI shared-memory multiprocessor is also available. Undergraduate facilities include both microcomputer and workstation networks. Although in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents first, all qualified applicants are encouraged to apply. The University of Saskatchewan is committed to the principles of employment equity. Deadline for applications is September 30, 1992. Please direct applications or inquiries to: Dr. G.A. Cheston, Acting Head, Department of Computational Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada; Phone: (306) 966-4886; e-mail: cheston@cs.usask.ca.

DENTISTRY

THE UNIVERSITY OF MANITOBA, Faculty of Dentistry - Assistant/Associate Professor of Oral Biology. Applications are invited for a probationary (tenure track) appointment as Assistant/Associate Professor commencing July 1, 1993 or earlier. Applicants must have a Ph.D. or D.D.S./D.M.D. or both degrees and published evidence of research ability. Candidates holding a dental degree must be licensable in Manitoba. The successful candidate will be required to teach pharmacology and therapeutics to dental and dental hygiene students, and to participate in faculty courses at the graduate level. Preference will be given to candidates with previous experience teaching undergraduate dental, dental hygiene and graduate students. The successful candidate will be expected to develop a strong externally-funded research program. The Department is multidisciplinary, carrying out research in anatomy, biochemistry, cell biology, oral physiology and microbiology. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letter of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. R.E. Jordan, Faculty of Dentistry, University of Manitoba, Winnipeg, Manitoba R3E 0W2. The closing date for applications is November 1, 1992.

UNIVERSITY OF ALBERTA, Faculty of Dentistry. Applications are invited for a full-time, tenure track, academic position in the Department of Restorative Dentistry starting January 1, 1993, or later by arrangement. Teaching duties may include undergraduate education primarily in fixed and removable prosthodontics with contributions to other areas including implantology, treatment planning and operative dentistry. Scholarly duties will include an active research program. The position requires graduate training in prosthodontics, experience in an educational institution, an active research interest as evidenced by a significant publication record in reputable journals and eligibility for licensure in the Province of Alberta. Rank and salary are commensurate with education and experience at either the Assistant Professor ($40,035 - $57,003) or Associate Professor ($49,423 - $71,725) levels. Intramural private practice facilities are available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a full curriculum vitae and the names of three references should be sent no later than November 15, 1992 to Dr. G.R. Holland, Chairman, Department of Restorative Dentistry, University of Alberta, Edmonton, Alberta, T6G 2N8. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

DALHOUSIE UNIVERSITY. The Department of Oral Biology, Faculty of Dentistry requires a full-time Biochemist - Molecular Biologist effective October 1, 1992. Applicants with particular interest in orally related diseases are encouraged to apply. The successful candidate is expected to demonstrate a sound knowledge of host and microbial intermediary metabolism, genetics of dental plaque bacteria, experience in molecular detection of oral bacteria and cellular reactions and immunological mechanisms of the oral cavity. The successful candidate will be expected to interact with current research in the Department of Oral Biology which involves the development of nucleic acid probes for in situ hybridization, ecological interactions and microbial succession in relation to oral diseases. The successful applicant will be expected to coordinate the teaching of dental students in four main categories: energy metabolism, fibrous proteins, carcinogenesis, and molecular genetics and nucleic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The Faculty of Business Administration, Memorial University of Newfoundland, is seeking applications for faculty positions in several functional areas due to significant growth in undergraduate and graduate programs. These may be tenure-track, contractual or visiting positions, and appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and depend upon qualifications and experience. Tenure track applicants should hold a doctoral degree in business or be near completion. The Faculty has institutes in the area of small business and management development. In accordance with Canadian Immigration requirements, this advertisement, in the first instance, is directed to Canadian citizens and permanent residents.
Memorial University is committed to employment equity.
Please send 2 copies of your CV to: Dr. Rick Roskin, Dean
Faculty of Business Administration
Memorial University of Newfoundland
St. John's, NF Canada A1B 3X5
Telephone: (709) 737-8851 Fax (709) 737-7680

Dean, Faculty of Community Services

Applications and nominations are invited for the position of Dean of the Faculty of Community Services. The appointment will be effective July 1, 1993 for a term of five years.

Ryerson Polytechnical Institute is an undergraduate institution with a central focus on teaching and an expanding emphasis on research. Our downtown campus with its 5 Faculties and Continuing Education Division, offers 33 programs accommodating 12,000 full-time students and over 40,000 part-time registrations. As a member of the Council of Ontario Universities, Ryerson offers career-oriented baccalaureate programs which balance professional and liberal studies.

The Faculty of Community Services consists of 6 Schools: Child and Youth Care; Environmental Health; Nutrition, Consumer and Family Studies; Nursing; Social Work; and Urban and Regional Planning. Its enrolment, which includes a strong component of part-time studies, exceeds 2000 students, and it has a faculty complement of close to 100.

The Faculty seeks a Dean who will provide leadership for curricular and faculty development, sound management of resources, and effective liaison with the external academic and professional communities.

Ideally, this position will appeal to a candidate who is committed to educational equity and a vision of community services which is responsive to diverse groups in society. A broad-based knowledge of the professional schools is required.

The successful candidate must have strong academic qualifications, a demonstrated capacity for scholarly performance and academic innovation, and a commitment to a consultative management style. The Dean will be expected to have a principled understanding of, and commitment to, polytechnic university education, the integrity of teaching and the development and support of research. The Dean will hold an academic appointment. Salary will be commensurate with qualifications and experience.

Applications and nominations together with a curriculum vitae and the name and address of 3 referees, should be received no later than November 6, 1992 by: Dr. Dennis Mock, Vice President, Academic, Ryerson Polytechnical Institute, 350 Victoria Street, Toronto, Ontario M5B 2K3. Applications may also be faxed in confidence to (416) 979-5292. The search process will continue until an individual is selected.

This advertisement is directed to Canadian Citizens and Landed Immigrants. Ryerson Polytechnical Institute has an Employment Equity Program and encourages applications from all qualified candidates, including women, visible minorities, aboriginal peoples and people with disabilities.

RYERSON

President *of* SIMON FRASER UNIVERSITY

The Simon Fraser University Presidential Search Committee invites applications or nominations for the position of President of the University. The appointment will be made initially for a term of five years, starting early in 1993.

Simon Fraser University's two campuses in Burnaby and Vancouver, British Columbia have an enrollment of 16,550 full-time and part-time students. The University operates on a trimester system, offers undergraduate and graduate programs in the Faculties of Applied Sciences, Arts, Business Administration, Education and Science, and has a strong commitment to graduate studies and research. All Faculties are represented in the approximately 30 institutes and research centres which are of a specific and interdisciplinary nature.

Simon Fraser University has established a tradition of innovation and accessibility, plays an integral part in the Province's dynamic educational, business and cultural life, and serves a vital role in responding to evolving community needs.

Nominations and applications should include a brief statement of the qualifications and specific achievements on the basis of which the individual merits consideration for the Presidency. A curriculum vitae should be included. All applications and nominations will be treated in the strictest confidence and should be submitted, by October 15, to

The Chair
Presidential Search Committee
Room 3189 Administration Building
Simon Fraser University
Burnaby, British Columbia V5A 1S6

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment.

acid probe development. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified candidates may submit their curriculum vitae and references to: Dr. R.E. Howell, Acting Chair, Department of Oral Biology, Dalhousie University, Halifax, N.S., B3H 3J5.

EARTH SCIENCES

UNIVERSITY OF WATERLOO - Earth Sciences. Applications are being accepted for the position of Chair, Geochemistry and Hydrogeology of Mine Tailings to be established at the University of Waterloo. Applicants should be senior scientists with demonstrated expertise in research pertaining to the mine environment in such areas as the geochemistry or hydrology of mine tailings, waste rock or mined land reclamation. We expect the Chair to be funded initially for a period of 5 years. The successful applicant would be appointed as a Research Professor in the Department of Earth Sciences while occupying the Chair. Please reply by Sept 30, 1992 with a CV that includes names and addresses of at least three references to: Dr. John Cherry, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

EAST ASIAN LANGUAGES & LITERATURES

UNIVERSITY OF ALBERTA. The Department of East Asian Languages and Literatures invites applications for a position with tenure at the Associate or Full Professor level commencing July 1, 1993. In addition to some teaching responsibilities, the successful candidate will be expected to serve the Department as Chair for a period of at least 5 years. Applicants should possess a Ph.D. in any area of East Asian Studies, have a significant publication record, a good teaching and supervision record and previous administrative experience. The 1992-93 salary range for an Associate Professor is $49,423 - $71,725. The floor of Full Professor is $61,593. The position of Chair carries an additional administrative honorarium. The Department of East Asian Languages and Literatures consists of ten full-time language and literature specialists serving 500 students in undergraduate programs in Chinese and Japanese. The Faculty of Arts has an additional 13 East Asian specialists in other departments who are or might be involved in an Asian Studies program currently amalgamated with the East Asian Languages and Literatures Department. It would be a responsibility of the appointee to guide the transformation of the Department to a full-scale Asian Studies Department. In addition to Chinese, Japanese and Asian Studies programmes, the Department offers Korean language courses and services. Business students enrolled in Bachelor of Commerce programmes with Asian specialization. It is a relatively young and vigorous department, with talented researchers. It has been independently assessed as being among the best teaching units for Asian languages in North America. Applications, including c.v. and three letters of reference should be sent to Dr. P. Clements, Dean and Chair of the Selection Committee, Faculty of Arts, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6, and will be accepted until 15 November 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

UNIVERSITY OF ALBERTA. The Department of East Asian Languages and Literatures invites applications for **one tenure-track position** in Chinese language and literature at the floor of Assistant Professor level commencing July 1, 1993 (1992-93 salary range $40,035 - $57,003). The position requires a Ph.D., a research specialization in one or a combination of the following fields: Chinese classical poetry/poetics, applied linguistics and language pedagogy, research methodology; and native-like fluency in spoken and written Mandarin Chinese and English. Teaching experience desirable, publications necessary. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send letter of application, curriculum vitae, and three confidential letters of recommendation to Dr. Peter Schoufs, Acting Chair, East Asian Languages and Literatures, University of Alberta, Room 400 Arts Building, Edmonton, Alberta, T6G 2E6. Deadline for receipt of applications will be December 31, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

EPILEPSY

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UNIVERSITY OF BRITISH COLUMBIA
ECONOMICS

Tenure-track position. Priority will be given to macroeconomics and econometrics (theoretical and applied). However, strong candidates in other fields are encouraged to apply and will be considered seriously. Duties: teaching and research. Qualifications: Ph.D or solid indication of imminent completion, demonstrated excellence or clear promise of excellence in teaching and research commensurate with experience. Starting date: July 1, 1993 (preferably) or January 1, 1994. Salaries competitive with other Canadian universities. Application deadline: November 1, 1992. Appointment subject to budgetary approval. Application, including c.v., names of references and samples of research papers (or sections of dissertation) should be sent to **Professor W. Craig Riddell, Head, Department of Economics, The University of British Columbia, Vancouver, B.C., V6T 1Z1.** The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

ECONOMICS

McGILL UNIVERSITY. Department of Economics. Applications are invited at the full, associate, or assistant professor level, for two appointments, subject to budgetary approval. One appointment is intended for the field of quantitative development economics; the other field is open. At the assistant professor level, serious consideration will be given to applicants with Ph.D. (completed or near completion) who are expected to establish themselves as outstanding scholars and teachers. Please send applications, curriculum vitae and three confidential letters of reference by November 15, 1992 to Professor Anfal Qeutsch, Chair, Department of Economics, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

WILFRID LAURIER UNIVERSITY, Department of Economics. Applications are invited for appointments beginning July 1, 1993. Ph.D., or near Ph.D. preferably with some teaching and research experience. Duties include teaching at the undergraduate and master's level and research. The Department is particularly interested in candidates in the areas of microeconomics, public finance, and quantitative but candidates in other areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. A smoke-free working environment is provided. Applications with a curriculum vitae and the names of three references should be sent to Dr. Frank Millerd, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

UNIVERSITÉ D'OTTAWA, Département de science économique. Le Département dispose d'un poste de professeur(e) régulier(ère) pouvant mener à la permanence, aux rangs d'adjoint(e) ou d'agrégé(e), commençant le 1er juillet 1993. Ce poste est sujet à approbation budgétaire. Le traitement et la charge de travail sont concurrentiels. Les candidat(e)s au rang de professeur(e) adjoint(e) doivent avoir un doctorat ou être sur le point de l'obtenir. (Les candidat(e)s qui n'ont pas terminé leur thèse de doctorat au moment de l'entrée en fonction seront initialement engagé(e)s au rang de chargé(e) de cours). Les candidat(e)s au rang de professeur(e) agrégé(e) doivent détenir un doctorat et avoir établi leur réputation en recherche. La charge de travail comprendra de la recherche, de l'enseignement aux niveaux du baccalauréat, de la maîtrise et du doctorat, de la direction de recherche et des tâches administratives. Tous les domaines de spécialisation en science économique seront considérés. Comme le Département est ses programmes en français et en anglais, on s'attend à ce que les candidat(e)s puissent enseigner dans les deux langues. Les candidat(e)s sont donc prié(e)s d'indiquer leurs compétences linguistiques. Le Département accordera une attention particulière aux candidatures provenant de femmes, de membres de minorités visibles, d'autochtones et de personnes handicapées. Les candidat(e)s doivent envoyer leur curriculum vitae et le nom de trois répondant(e)s au professeur André Plourde, Directeur, Département de science économique, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5, avant le 30 novembre 1992. Conformément aux exigences en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(a)s du Canada.

UNIVERSITY OF OTTAWA, Department of Economics. Applications are invited for **one tenure track position**, at the rank of Assistant or Associate Professor, beginning July 1, 1993. This position is subject to budgetary approval. Salary and teaching load are combative. Candidates at the rank of Assistant Professor must hold a Ph.D. or be near completion. (Any candidate who has not finished his or her Ph.D. at the time of the appointment will have to be appointed at the rank of Lecturer). Candidates at the rank of Associate Professor must hold a Ph.D. and have an established publication record. Duties include teaching at the B.A., M.A. and Ph.D. levels, research supervision, and administration. All fields of specialization, within Economics, will be considered. Since the Department offers its programs in English and French, candidates will be expected to teach in both languages. Candidates should thus indicate their linguistic competence on their application. The Department will pay particular attention to applications from women, members of visible minorities, native persons, and handicapped persons. Applicants must send their curriculum vitae, along with the names of three referees, to Professor André Plourde, Chairperson, Department of Economics, University of Ottawa, Ottawa, Ontario, K1N 6N5. The application deadline is November 30, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

EDUCATION

UNIVERSITY OF MANITOBA. Applications are invited for a tenure track position at the Assistant Professor rank in the Teaching of Reading/Language Arts at the Middles Years level (Grades 5-8). Candidates should have successful teaching experience at the Middle Years level and a completed or nearly completed doctoral degree. Responsibilities include: (1) teaching undergraduate and graduate courses in reading/language arts with particular reference to the Middle Years; (2) working collaboratively as a member of a middle years program team; (3) carrying out an active research program; (4) supervising student teachers; (5) advising graduate student research; (6) participating in the Faculty's service activities; and (7) serving as an active liaison between the Faculty and other university departments, practising professionals, school divisions and agencies such as the provincial department of education. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae, transcripts, and three letters of reference should be forwarded to: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, R3T 2N2. The closing date for applications is November 30, 1992 and the starting date will be August 1, 1993.

UNIVERSITY OF MANITOBA. Applications are invited for a tenure track position at the Assistant Professor rank in the area of French as a Second Language and Principles of Second Language Instruction in the Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba. Candidates should have a completed or nearly completed doctoral degree in the teaching of French as a Second Language, successful public school experience in teaching basic French and French immersion and competence in university teaching and in scholarship. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching, advising graduate students, developing a research program that leads to publications in scholarly and professional journals, and appropriate service both within the Faculty and in the larger professional community. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is November 30, 1992 or until the position is filled. The position will become available August 1, 1993.

THE UNIVERSITY OF WESTERN ONTARIO - Dean of Part-Time and Continuing Education. Applications and nominations are invited for the position of Dean, Faculty of Part-Time and Continuing Education, The University of Western Ontario. The appointment, to be effective 1 July 1993, is for a period of up to seven years, renewable. Candidates should have an established reputation as an academic and should have the commitment to lifelong education and the administrative and interpersonal skills necessary to provide dynamic leadership for the ongoing development of the programs of the Faculty. The Faculty of Part-Time and Continuing Education has active programs in part-time degree-credit studies, certificates and diplomas, professional and personal development, and language learning including the Fronch-Pistoles French Immersion School. Nominations and applications should be submitted by 2 November 1992 to: Professor T.J. Collins, Provost and Vice-President (Academic), Room 107, Stavenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

L'UNIVERSITÉ DU MANITOBA. Le Département de l'Enseignement des Sciences Numeines et des Sciences Socieles de la Faculté d'Éducation de l'Université du Manitoba sollicite des candidatures au poste de professeur(e) adjoint(e) pour le programme de didactique du français langue seconde (poste menant à la permanence). Le/La candidat(e) devra être titulaire (ou être sur le point de compléter) un doctorat en didactique du français langue seconde, avoir de l'expérience en enseignement du français de base et par immersion. Le/La candidat(e) devra, en outre, démontrer un intérêt marqué pour l'enseignement et la recherche en milieu universitaire. Nature de la tâche: enseigner au premier et deuxième cycle, superviser les stagiaires dans les écoles, diriger des projets de recherche au niveau des études supérieures, faire perfectionnellement de la recherche, publier et participer à différents comités de la faculté ou de la communauté. L'Université du Manitoba invite la candidature de femmes et d'hommes compétents(es), dont les minorités visibles, les autochtones et les personnes handicapées. L'Université a prévu un milieu de travail sans fumée. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux citoyennes canadiennes ainsi qu'aux résidents permanents et aux résidentes permanentes. Les candidats(es) doivent acheminer leur curriculum vitae, une lettre précisant leur intérêt et leur compétence dans le domaine, le nom et l'adresse de trois (3) répondants a: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Date limite des candidatures: le 30 novembre 1992 ou jusqu'à ce que le poste soit pourvu. On prévoit l'entrée en fonction le premier août, 1993

ENDOCRINOLOGY

UNIVERSITY OF BRITISH COLUMBIA. Ph.D. or M.D./Ph.D. with postdoctoral experience in molecular biology to join an established Group in Regulatory Peptides at the University of British Columbia. A background in endocrinology, (physiology or biochemistry) is preferred with some exposure to the moleculer biology of receptors. Appointment will be at the rank of Assistant Professor. Salary will commensurate with qualifications and experience. This will be a grant funded position, starting date July 1, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants. Please submit your curriculum vitae by September 30, 1992 along with the names of two referees to the attention of: Dr. John C. Brown, Director, MRC Regulatory Peptide Group, Professor of Physiology, University of British Columbia, 2146 Health Sciences Mall, Vancouver, BC V6T 1Z3.

THE UNIVERSITY OF ALBERTA Division of Endocrinology and Metabolism is seeking an academic clinical endocrinologist to play a major role in teaching, patient care and clinical research. Applicants will have demonstrated abilities in teaching and collaborative clinical research and will have a keen interest in working in an academic environment; preference will be given to those with a special interest in diabetes. The successful candidate will be required to devote some time to working in General Internal Medicine. Applicants should have the FRCP (C) with a certificate of special competence in Endocrinology and should be licensable in Alberta. The appointment will be to the rank of Assistant Professor ($40,035 - $57,003) with competitive clinical earnings available from a successful practice plan. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please respond with an application, curriculum vitae, and the names and addresses of three referees by 30 September, 1992 to: Dr. J. Gerald Ginsberg, Director, Division of Endocrinology and Metabolism, 362 Heritage Medical Research Building, University of Alberta, Edmonton, Alberta T6G 2S2. The University is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

UNIVERSITY OF TORONTO. The Division of Endocrinology, Department of Medicine, University of Toronto is seeking to recruit scientists at the Assistant Professor level, non-tenure track stream to establish independent research programs in the molecular and genetic basis of endocrine disorders/diabetes. Candi-

UM

THE UNIVERSITY OF MANITOBA LIBRARIES
Invites Applications for
the Position of Associate Director, Public Services

The University of Manitoba Libraries consists of thirteen unit libraries located on the Fort Garry and Health Sciences Campuses. With collections of over 1.5 million volumes, an annual operating budget of over 12 million dollars, and a full-time equivalent staff of approximately 216 employees, the libraries serve a community of approximately 38,000 students, faculty and citizen borrowers.

The Associate Director, Public Services, reports to the Director of Libraries and is responsible for the policy and program development and for implementation of all library user-related programs for the Libraries; for coordination of libraries-wide policies and standards for service to the University community. The incumbent chairs the Public Services Coordinating Committee and serves as primary liaison to University faculties, schools and committees on public service issues. The incumbent represents the University of Manitoba Libraries in local, regional and national arenas on public service issues.

QUALIFICATIONS: A degree from an ALA-accredited library school; at least ten years of progressively more responsible library experience in a variety of positions, preferably in a large academic library, and a broad knowledge of operations and procedures in public services. Strong leadership abilities, including demonstrated problem-solving skills, creativity and flexibility; thorough knowledge of current issues in academic librarianship; excellent communication skills. Highly desirable qualifications include experience in an integrated automated environment, the ability to manage change and commitment to a style of management which emphasizes consultation and effective interrelationship of technical and public services. The successful candidate must be capable of representing the Libraries within the University, to the mass media, to grant funding agencies and in general public relations efforts.

Effective Date: April 1, 1993

Ranks and Salary Ranges: Commensurate with qualifications and experience.

Associate Librarian:	$41,804 - $71,345
Full Librarian:	$53,359 - $91,066

This position has a two-year probationary period. Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate and Librarian, with possibility of promotion.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Submit application, including resume, salary expectations and the names of three referees by **October 15, 1992** to:

Carolynne Presser
Director of Libraries
The University of Manitoba
Winnipeg, MB R3T 2N2

University of Guelph
PRESIDENT

The University of Guelph is conducting a nationwide search for a successor to the current President who completes his term of office on August 31, 1992, with the goal of making the appointment as soon as possible.

All applications and recommendations will be treated in strictest confidence and should be submitted by October 1, 1992 to:

W.T. Brock, Chair
Presidential Search Committee
Board Secretariat
University of Guelph
Guelph, Ontario
N1G 2W1

In accordance with Canadian Immigration requirements, this advertisement is directed in first instance to Canadian citizens and permanent residents. The University of Guelph is committed to the principle of equity in employment.

deles should have a record of successful graduate and postdoctoral training, as evidenced by a competitive publication record. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should submit a covering letter, a curriculum vitae to: Dr. D. Drucker, Department of Medicine, The Toronto Hospital, 200 Elizabeth Street, Toronto M5G 2C4, Canada

ENGINEERING

UNIVERSITY OF MANITOBA - Civil Engineering. Competition reopened. Applications are invited for a tenure-track faculty position in the area of Water Resources commencing January 1, 1993, or as soon as possible thereafter, subject to availability of funding. Rank commensurate with qualifications. Teaching of undergroduate and graduate courses especially in, but not limited to, design of water resources projects, and related research. Participation in administration and continuing development of international programs, in particular, the CIDA sponsored Water Resources Training Program for Indonesia, presently administered by the University of Manitoba in cooperation with other participating Canadian universities. Leadership and close cooperation with government and university officials in developing countries, with CIDA personnel, and with administrators and staff of participating Canadian universities. Strong background in physical sciences fundamental to planning, design, and management of water resources projects, practical experience in design of such projects. Strong record of research and publication. Personal qualifications suitable for initiation, promotion, design, and administration of training projects at the graduate level in developing countries. Ph.D. or equivalent required. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The university offers a smoke-free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Consideration of applications will begin October 19, 1992; send to: Dr. R.B. Pinkney, Head, Department of Civil Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THE UNIVERSITY OF SASKATCHEWAN invites applications for a tenure track position in the Department of Electrical Engineering in the area of Power System Control. The responsibilities include teaching undergraduate courses in electrical engineering and power system control, graduate courses in power system control, and conducting research. Appointments are normally made at the Assistant Professor level. Applicants must hold an earned Ph.D. degree and have demonstrated potential for teaching at the undergraduate and graduate levels and for developing an independent research program. The department offers programs leading to B.E., M.Eng., M.Sc. and Ph.D. degrees. There are approximately 160 undergraduate and 90 graduate students in the department, and excellent research facilities. Curriculum vitae, a list of referees and a statement of research interests should be addressed to: M.S. Sachdev, Head, Department of Electrical Engineering, University of Saskatchewan, Saskatoon, Canada, S7N 0W0. Applications must be received by November 5, 1992. The expected appointment date is January 1, 1993. The University of Saskatchewan is committed to the principles of employment equity. Canadian citizens and permanent residents will receive first consideration. Applications of non-Canadians will then be considered.

UNIVERSITY OF TORONTO, Electrical Engineering. The VLSI Research Group in the Department of Electrical Engineering at the University of Toronto has an opening for a research associate in the area of VLSI silicon process technology. The candidate must have a doctorate degree in Electrical Engineering with a demonstrated interest in the area of process development and device design. Responsibility of the position includes managing existing research facilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons. Please send resume to: C. Alzner, Department of Electrical Engineering, University of Toronto, Toronto, Ontario M5S 1A4.

UNIVERSITY OF TORONTO. The Department of Civil Engineering at the University of Toronto invites applications for a tenure-stream faculty position at the Assistant Professor level in the area of Environmental Engineering commencing 1 January 1993 or earlier. There is specific interest in candidates with strong research interests in one or more of the following areas: physical, chemical and biological process technology for advanced water, wastewater and hazardous water treatment and disposal. An educational background and practical experience in advanced laboratory methods and/or mathematical modelling of environmental processes would be a definite asset. Candidates with exceptionally strong backgrounds in other aspects of Environmental Engineering would be seriously considered. Applicants should hold a doctoral degree or equivalent and have a demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research and supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in environmental engineering (particularly in water and wastewater analysis and treatment, waste management and environmental control) and assist in the teaching of other engineering courses at the undergraduate level. Applicants should send a curriculum vitae, a statement concerning research and teaching interests, and a list of at least three referees to Professor Richard M. Soberman, Chairman, Department of Civil Engineering, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. Closing date for receipt of applications is October 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Salary is commensurate with qualifications and experience. The University encourages both women and men to apply.

McGILL UNIVERSITY. The Department of Mechanical Engineering at McGill University invites applications for a tenure-track position at the Assistant Professor level in Computational Fluid Dynamics (CFD), effective January 1, 1993. This position is associated with McGill University's involvement in the creation of CERCA, a new centre for research in computational methods and their applications. A background and doctorate in Mechanical Engineering, with proven expertise in the development and application of state-of-the-art CFD methods, is required. Preference will be given to candidates with direct experience and competence in the formulation and validation of models for one or more of the following phenomena: turbulence, multiphase flows, combustion; and multidimensional flows with moving boundaries and/or free surfaces. Applicants will be expected to teach at the undergraduate and graduate levels, supervise graduate students, and develop a vigorous research program at CFD. The successful candidate will also be expected to participate actively and effectively in the research projects of CERCA. Interested candidates should apply in writing by submitting a detailed resume, a two-page statement of professional interests, one copy each of not more than four journal or conference papers, and names, addresses and phone numbers of four professional references to: Professor A.M. Ahmed, Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2K6. Applications received before October 31, 1992, will be assured consideration. In accordance with Canadian immigration requirements, priority will be given to citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF ALBERTA: Department of Civil Engineering - Water Resources Engineering Professor. Applications are invited for a full-time tenure track position in the field of Water Resources Engineering commencing January 1, 1993. The intention is to appoint at the level of Assistant Professor with a salary range of $40,035.00 - $57,003.00. Higher levels may be considered if appropriate. The applicant should have or be about to complete a Ph.D. with specialization in Water resources. The successful applicant will be expected to: engage in research in Water Resources Engineering; and instruct undergraduate and graduate level courses in Water Resources Engineering, and instruct at the undergraduate level in other aspects of Civil Engineering education. Preference will be given to those with an interest in cold regions hydrology and hydraulics. The University of Alberta, founded in 1908, is the second largest University in Canada. It is situated in Edmonton, a city of 750,000. The average there are 90 students in the graduating class and about 150 graduate students in Civil Engineering. In accordance with Canada Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Submit applications, including resume, personal history and names of at least three referees, no later than November 1, 1992, to: Dr. Daniel W. Smith, Chair, Department of Civil Engineering, Room 220 Civil Electrical Building, Edmonton, Alberta T6G 2G7; Telephone: (403) 492-4138, Fax: (403) 492-0249. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA, Department of Mechanical Engineering. Applications are invited for up to three full-time tenure track positions in Mechanical Engineering. Applicants should hold a Ph.D. or equivalent (or expect to obtain one near October 1993) and have a strong interest in Fluid Mechanics, Heat Transfer or Thermodynamics. While the vacancies are primarily in these areas, applications from outstanding individuals in other disciplines within Mechanical Engineering will also be considered. The positions are to be filled January 1, 1993 or later. The intention is to appoint at the level of Assistant Professor, however higher levels will be considered if appropriate. Present annual base salaries for assistant, associate and full Professor are $40,035, $49,423 and $61,593, respectively. The University of Alberta has 24,000 full-time undergraduate students and is one of the largest universities in Canada. The Faculty of Engineering has over 2,200 undergraduate students. The Department of Mechanical Engineering offers B.Sc., M.Sc. and Ph.D. programs. It has 25 faculty, 400 undergraduate and 80 graduate students. Responsibilities of faculty include teaching undergraduate and graduate courses, as well as supervision of graduate students and research. Demonstrated ability and willingness to conduct and publish scholarly research are essential. Please submit Curriculum Vitae, description of teaching and research goals and interests and the names of three references to: J.D. Dale, Chairmen, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G8, Canada (Phone (403) 492-5317, FAX: (403) 492-2200). Applications will be accepted until October 30, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF WATERLOO. The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in the areas of digital communications systems, digital circuits or systems, software engineering, software systems design, semiconductor devices including optoelectronic devices and integrated circuits, and computer systems (transmission, distribution and utilization). The department also invites applications for definite-term appointments in these areas with preference given to persons specializing in computer networks and communications, and microelectronics. The level of the appointments and salary will be commensuate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. D.J. Roulston, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO. The Department of Electricel & Computer Engineering at the University of Waterloo is seeking candidates for a definite-term appointment as Research Assistant Professor. The candidate should have a Ph.D. in Physics or Electrical Engineering with research experience in: amorphous silicon (a-Si) and polycrystalline silicon (poly-Si) thin films for sensing applications, integrated circuit (IC) device fabrication, and silicon surface and bulk micromachining. Duties include: characterisation of optical, thermal and mechanical properties of a-Si, development of sullable process technology that yields minimal residual stress in thermally isolated a-Si, poly-Si and oxide composite layers. Thermal isolation is to be achieved by Si micromachining techniques. The salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. D.J. Roulston, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applicants from qualified women and men, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WESTERN ONTARIO. The Department of Civil Engineering at the University of Western Ontario has an established international reputation in the areas of Geotechnical, Geoenvironmental, and Wind Engineering with a high level of funding from granting bodies such as NSERC, combined with very strong industrial support through the Geotechnical Research Centre and the Boundary Layer Wind Tunnel Laboratory. In addition, the Department is involved with the new Centre for Construction Studies at The University of Western Ontario. The Department of Civil Engineering, invites applications for three tenure track positions at the assistant/associate professor level in the areas listed below: i) a position in wind engineering with emphasis on environmental or computational wind engineering; ii) a position in geotechnical engineering; iii) a position in construction engineering. Applicants should hold a Ph.D. degree, be broadly based academically, and have a demonstrated ability to complement and expand the existing areas of expertise. They should have a proven research record, excellent communication and teaching skills, an individual ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. The successful applicant will be expected to develop a vigorous research activity, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. In addition, at least one of the successful applicants will be expected to have expertise in finite element analysis and be sufficiently skilled to teach computing/computational methods both at the junior and senior undergraduate level. Salary and rank will be commensurate with experience and proven record of excellence. Preference may be given to appointments at the assistant professor level. Applications will be accepted until November 30, 1992. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Dr. R.K. Rowe, P.Eng., Chair, Department of Civil Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ENGLISH

YORK UNIVERSITY. Faculty of Arts, Department of English. Applications are invited for a tenure-stream position at the assistant professor level in the fields of Contemporary/Postmodern English and either Women's Studies or Cultures of the Americas, to commence July 1, 1993. The successful candidate will be cross-appointed between the Department of English and the Division of Humanities. This appointment is subject to budgetary approval by the University. As this is a shared appointment, applicants should have the appropriate scholarly strengths and teaching skills to offer both English courses and Humanities interdisciplinary courses, in large and small formats. Duties will include teaching in the Faculty of Graduate Studies and the development of a programme of graduate research. A Ph.D. or equivalent is required. Salary will depend on qualifications and experience. A letter of application, with curriculum vitae and a sample of the applicant's written work, should be sent to: Prof. Anne Pilgrim, Chair, Department of English, Faculty of Arts, York University, North York, Ontario M3J 1P3. In addition, candidates should arrange for letters of recommendation from three referees to be sent directly to the Chair. Deadline for application is October 30, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY - Department of English. Applications are invited, from persons with special interests in either Canadian literature or Victorian literature, for a probationary tenure-track position at the rank of Assistant Professor. *PhD required.* Salary is dependent upon qualifications. The appointment will begin on July 1, 1993; closing date for applications is Nov. 16, 1992. Letters of application, c.v., transcripts, and three letters of reference should be sent to: Ronald Huebert, Chair, Dept. of English, Dalhousie University, Halifax, Nova Scotia B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

UNIVERSITY OF ST-JEROME'S COLLEGE - Department of English. Applications are invited for a tenure track position in English at the level of Assistant Professor to commence on July 1, 1993. This successful candidate will have a Ph.D. in English (or equivalent) with specialization in the area of 20th-Century Canadian literature. Salary will begin at the current Assistent Professor Floor of $38,932.00, negotiable according to experience. Applications, together with names of three referees, should be mailed to Dr. C.E. McGee, Chair, Department of English, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3, by December 15, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanant residents. It is the intention of St. Jerome's College to fill its vacancies with recent Ph.D. graduates whenever possible. Applications from women are particularly welcome.

QUEEN'S UNIVERSITY. The Department of English of Queen's University expects to be able to make a renewable (tenure-track) appointment at the Assistant Professor level from July 1, 1993, in the field of Postcolonial/Commonwealth literature. Minimum qualifications include the Ph.D. and a promising research record. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. The University is willing to help the spouse of a new appointee seek suitable employment. The closing date for applications is November 2, 1992. A curriculum vitae and the names of three referees (or a dossier from a university placement office) should be sent to Dr. George M. Logan, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6.

UNIVERSITY OF ALBERTA: The Department of English, University of Alberta, invites applications for a tenurable position at the Assistant Professor level, effective July 1, 1993. The salary at the floor of Assistant Professor for 1992-93 will be $40,035, the appointment will be made at this level. Applicants should have a completed Ph.D. or be close to finishing it by the time of appointment; teaching experience is essential, and publications are preferred. This position is open only to specialists in Postcolonial/Commonwealth literature. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should send to the Chair a letter of application, a complete

Centre for Asia-Pacific Initiatives

CHAIR IN ECONOMIC RELATIONS WITH JAPAN
UNIVERSITY OF VICTORIA
VICTORIA, BRITISH COLUMBIA, CANADA

The Centre for Asia-Pacific Initiatives (CAPI) invites nominations and applications for its Chair in Economic Relations with Japan, which has been established with financial assistance from the Secretary of State of Canada. The appointment will be made jointly by CAPI and an appropriate School or Department at the University of Victoria. Candidates should have an established scholarly reputation in the field and a network of personal and institutional contacts in Japan and the community of Japanese studies. With reduced teaching responsibilities, the Chairholder will be expected to play a central role in developing the Centre's programs and projects and to provide leadership in her or his field of specialization.

CAPI's mandate is to promote and conduct research and related programs and projects focussed on public policy issues in the Asia Pacific region. The vacant Chair complements CAPI's two other Chairs in Economic Relations with China (Dr. Ralph Huenemann) and in Asia-Pacific Law, (Dr. Douglas Johnston).

Please send all applications and nominations to Professor William Neilson, Director, Centre for Asia-Pacific Initiatives, Rm. 131, Begbie Building, University of Victoria, P.O. Box 1700, Victoria, BC Canada V8W 2Y2, FAX: (604) 721-3107. The search for an appropriate candidate will continue until the position is filled, but consideration of candidates will begin in early autumn 1992.

Women are particularly encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UVic The University of Victoria offers equal employment opportunities to all qualified applicants, regardless of race, religion or gender

UNIVERSITY OF TORONTO

NSERC-INDUSTRIAL RESEARCH CHAIR IN NUTRITIONAL TOXICOLOGY

Department of Nutritional Sciences
Faculty of Medicine

Applications are invited for an NSERC-Industrial Research Chair in Nutritional Toxicology to be held in the newly established University-Industry Program in Food Safety, Nutrition and Regulatory Affairs in the Department of Nutritional Sciences. This is a tenure track position at the level of Associate or Full Professor.

The chairholder will be expected to develop and lead a research program in nutritional toxicology/food safety. Funding for the position includes research support over the term of the appointment. The chairholder will be expected to augment this with external funding. He/she will be expected to apply molecular biological techniques to examine fundamental mechanisms of nutrient interactions at the cellular level. The research will have relevance for regulatory decisions and nutrition advice to the public. The chairholder will be expected to establish linkages with colleagues in this and other departments in the University, develop liaisons with the food industry and provide general leadership in the area of food safety and nutrition. Teaching in undergraduate and graduate courses offered by the Department and graduate student supervision will also be expected.

Applicants should have a PhD or MD degree with specialized expertise preferably in food safety and toxicology supported by a record of refereed publications.

Interested persons should send their curriculum vitae, with the names and addresses of three referees to: **Dr. M J Balgent, Department of Nutritional Sciences, Faculty of Medicine, FitzGerald Building, 150 College Street, University of Toronto, Toronto, Ontario, M5S 1A8.** Telephone: (416) 978-2747, Fax: (416) 978-5882. Application deadline is December 31, 1992. Appointment date is April 1, 1993.

The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.
In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Dean, Continuing Education Division

Applications and nominations are invited for the position of Dean of Continuing Education. The appointment will be effective July 1, 1993 for a term of five years.

Ryerson Polytechnical Institute is an undergraduate institution with a central focus on teaching and an expanding emphasis on research. As a member of the Council of Ontario Universities, Ryerson offers career-oriented baccalaureate programs which balance professional and liberal studies.

The Continuing Education Division delivers credit and non-credit courses in association with Ryerson's five academic faculties: Applied Arts, Arts, Business, Community Services and Engineering & Applied Science. Located in downtown Toronto with off-campus programs in Southern Ontario, enrolment has grown to over 40,000 registrations annually.

Candidates for this position must have strong academic qualifications, proven administrative ability and a demonstrated capacity for academic innovation. The Dean will have an understanding of adult learning principles, a sensitivity to the needs of part-time learners and the capacity to identify and react to emerging educational directions.

The successful candidate will provide leadership in developing educational programs in collaboration with business, industry, labour, professional bodies and public and community organizations. The Dean will sustain and build upon current successful initiatives in the field. This individual must also be a skillful communicator who excels in promotion, marketing and community/corporate outreach.

The Dean of Continuing Education manages a professional and support complement of approximately 40 people and works collegially with the members of the five Academic Faculties, as well as specialized Centres within Ryerson. The Dean will hold an academic appointment. Salary will be commensurate with qualifications and experience.

Applications and nominations together with a curriculum vitae and the name and address of 3 referees, should be received no later than November 6, 1992 by: Dr. Dennis Mock, Vice President, Academic, Ryerson Polytechnical Institute, 350 Victoria Street, Toronto, Ontario M5B 2K3. Applications may also be faxed in confidence to (416) 979-5292. The search process will continue until an individual is selected.

This advertisement is directed to Canadian Citizens and Landed Immigrants.
Ryerson Polytechnical Institute has an Employment Equity Program and encourages applications from all qualified candidates, including women, visible minorities, aboriginal peoples and people with disabilities.

RYERSON

curriculum vitae, and the names of three referees, and arrange for the Chair to receive graduate and undergraduate transcripts. Deadline for the applications is October 15, 1992. Candidates should ask three referees to send letters directly to: Dr. Shirley Neuman, Chair, Department of English, University of Alberta, Edmonton, Alberta, Canada T6G 2E5. Only complete applications received by the deadline will be considered; candidates are responsible for ensuring that transcripts and letters of reference are received by the Department. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

WILFRID LAURIER UNIVERSITY. The Department of English, Wilfrid Launer University, invites applications for a tenure-track position in 17th-Century Literature. Strong secondary qualifications in gender and/or genre studies will be an asset. Teaching assignments will include a senior seminar in our comprehensive Honours program and courses in our General program. Ph.D. required; publications and teaching experience preferred. Rank and salary commensurate with qualifications and experience. Appointment effective 1 July 1993. Closing date for applications: 30 November 1992. Applications with curriculum vitae and names of three referees should be sent to: Dr. Paul Tiessen, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to Employment Equity policies.

EPIDEMIOLOGY

UNIVERSITY OF OTTAWA: The Department of Epidemiology and Community Medicine at the University of Ottawa invites applications for soft-funded research positions at the Assistant Professor or post-doctoral level. We especially seek candidates with interests in: Problems of aging (including dementia), lifestyle modification and prevention of cardiovascular disease, community mobilization strategies, uses of community health data in planning and evaluation and prevention of low birth weight. Candidates should hold a PhD in epidemiology, community health, applied behavioral sciences, health policy or related field or have an M.D. with graduate education in applied research methods. Bilingualism (French/English) would be an asset. Applications are requested as soon as possible, and should be sent with a curriculum vitae and names of three references to: Dr. Ian McDowell, Chairman, Department of Epidemiology and Community Medicine, University of Ottawa, 451 Smyth Rd., Ottawa, Ontario, Canada, K1H 8M5.

McGILL UNIVERSITY - Epidemiologiel/Population Biologist; Assistant Professor (Tenure-Treck). Applications are invited from individuals with experience in epidemiology, population genetics or epidemiology of infectious diseases and whose research is relevant for understanding the host-parasite interactions in human or livestock populations. Applicants should have a Ph.D. or equivalent, and at least two years of post-doctoral experience. Applicants will be expected to have demonstrated ability to run a strong independent research program and to supervise post-graduate student research. The position is available immediately. McGill University is committed to equity in employment; qualified women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance. Applicants should send an outline of research interests, a curriculum vitae and the names of three individuals who have agreed to provide letters of recommendation to: Dr. Marilyn Scott, Director, Institute of Parasitology of McGill University, Macdonald Campus, 21,111 Lakeshore Road, Ste-Anne-de Bellevue, Québec, Canada, H9X 1C0 before September 30, 1992.

EXTENSION

UNIVERSITY OF ALBERTA. The Faculty of Extension invites applications for a tenure-track position at the level of Assistant Professor to provide visionery leadership and competent administration to the non-degree career and personel development continuing education programs and services of its Women's Program and Resource Centre. A major component of the Program is the new Counselling Women Certificate Program. The position is effective January 1, 1993. The salary range is $40,035 - $57,003, with placement based on qualifications and experience. Applicants must have a graduate degree in Women's Studies, Adult Education, Community Development, Psychology or a related discipline, a commitment to providing educational opportunities for women, and a successful record of planning and administering continuing education programs. A history of successful grant applications to support continuing education programs and research is highly desirable. Applicants must demonstrate interest in research and reflective writing in continuing education for women, continuing education/university extension generally, or women's studies, and a willingness and ability to work with faculty members, students, and members of the community. In accordance with Canadian immigration requirements, this application is directed to Canadian citizens and permanent residents. Applicants should forward the following materials: a letter of application, a curriculum vitae, copies of publications or works in progress, and the names of three references. The closing date for applications is September 30, 1992. Applications and supporting materials should be sent to: Dr. Dennis Foth, Dean, Faculty of Extension, University of Alberta, 112 Street and 83 Avenue, Edmonton, Alberta, Canada T6G 2G4. FAX (403) 492-1857. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

FRENCH

CARLETON UNIVERSITY. The Department of French of Carleton University invites applications for a tenure track appointment at the Assistant Professor level, commencing July 1, 1993. This position is subject to budgetary approval. Candidates should have a Ph.D. and specialization in French linguistics. Teaching of courses in French linguistics at the B.A. and M.A. levels and in French as a second language. Salary, dependent upon qualifications, will be in the Assistant Professor range. Send applications, with a curriculum vitae and the names of three referees to C. Doutrelepont, Chair, Department of French, Caneton University, Ottawa (Ontario) K1S 5B6. Closing date for applications: October 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

UNIVERSITÉ CARLETON. Le Département d'études françaises de l'Université Carleton sollicite des candidatures à un poste de professeur(e) adjoint(e). Il s'agit d'un poste menant à la permanence. Exigences: doctorat en linguistique française. Enseignement de cours de linguistique au niveau des 1er et 2e cycles et de cours de français langue seconde. Le traitement initial sera en fonction des titres et de l'expérience. Date d'entrée en fonction: le 1er juillet 1993. La disponibilité du poste est soumise à l'approbation budgétaire de l'Université Carleton. Les candidat(e)s sont prié(e)s de faire parvenir leur lettre de candidature, un curriculum vitæ et les noms de trois répondants à C. Doutrelepont, Directeur, Département d'études françaises, Université Carleton, Ottawa (Ontario) K1S 5B6. La date limite pour le réception des candidatures est fixée au 31 octobre 1992. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents. L'Université Carleton assure l'égalité des chances d'emploi aux femmes, aux autochtones, aux membres de minorités visibles et aux personnes handicapées. Les personnes appartenant à ces groupes sont encouragées à poser leur candidature.

UNIVERSITÉ DE TORONTO, COLL_GE ERINDALE. Le Département d'études françaises de la Faculté des arts et des sciences de l'Université de Toronto à Erindale sollicite des candidatures pour un poste de professeur(e) adjoint(e) menant à la permanence. Fonctions: enseignement aux 3 cycles; encadrement des étudiants; engagement actif de la recherche; participation aux comités du College, du Département et de l'Université. Exigences: doctorat, publications, compétence en linguistique, didactique, linguistique appliquée et enseignement de la langue assisté par ordinateur. Traitement selon expérience et qualifications. Date d'entrée en fonction: 1er juillet 1993. Prière de faire parvenir un c.v. accompagné de vos publications et de trois lettres de recommandation avant le 31 octobre 1992 à M. Paul Peiron, directeur, département d'études françaises, Université de Toronto, 7 Kings College Circle, Toronto, Ont., M5S 1A1. L'Université de Toronto a une politique d'équité en matière d'emploi. Dans le cadre d'une politique d'accès à l'égalité des femmes, le Département encourage la candidature des professeures. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

GERIATRICS

DALHOUSIE UNIVERSITY. The Division of Geriatrics, Department of Medicine, Dalhousie University provides tertiary care for elderly patients in the Maritime Provinces. The Division is prime based at the Camp Hill Medical Centre and affiliated with Dalhousie University. The Division has a major involvement in both graduate and undergraduate medical education. We are looking for a new Head to lead the Division in its next exciting phase of development. He/she should be an outstanding clinical geriatrician with demonstrated research and teaching ability and proven leadership qualities. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and handicapped persons. Send curriculum vitae and names of 3 referees to: S.G. Carruthers, MD, FRCPC, Carnegie & Rockefeller Professor and Head, Department of Medicine, Dalhousie University, Suite 442, Bethune Bldg., Victoria General Hospital, Halifax, N.S. B3H 2Y9. Closing date for applications will be October 15, 1992.

GERMAN

ACADIA UNIVERSITY, Wolfville, N.S. The Department of German at Acadia University invites applications for a tenure track position (position # 10634) to begin on July 1, 1993. Duties: Teaching courses on one or all levels of a three- and four-year undergraduate program including the teaching of literature and various Departmental and University committee functions. Applicants should have a Ph.D. completed or near completion (at least ABD), must be fluent in German, and should show evidence of being able to use innovative teaching methods. Candidates with experience in innovative teaching methods and in innovative course development at the beginner's level will be preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Applications (CV, with detailed description of teaching experience) and letters from three referees, at least one of whom can judge teaching, should be sent to: Anthony Northey, Head, Department of German, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Deadline for application, February 15, 1993

HISTORY

UNIVERSITY OF WINDSOR. The Department of History, University of Windsor, invites applications for a tenure track appointment commencing 1 July 1993. The appointment will be made at the Assistant Professor level in the field of 19th and 20th century Russian/Soviet history. Ability to teach courses in transnational Modern European history will be an advantage. Ph.D required. Teaching experience and research publications preferred. This position is subject to final budgetary approval. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Each candidate should send a curriculum vitae and the names of three referees to the Head, Department of History, University of Windsor, Windsor, Ontario, N9B 3P4. Fax (519) 973-7050. Applications will be accepted until 15 October 1992.

UNIVERSITY OF PRINCE EDWARD ISLAND - History Department. Assistant Professor, Three-Year Term convertible to tenure-track, if fully qualified for the position. 2. Ph.D or equivalent; teaching experience, publications desirable. 3. Teaching undergraduate American history, with emphasis on post-colonial period. 4. Salary commensurate with experience and qualifications. Subject to budgetary approval. 5. Send application, including C.V., transcript, and three letters of academic reference, to Dr. Thomas Spira, Chairperson, History Department, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. 6. 1 July 1993. 7. 15 January 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. While the University of Prince Edward Island does not have an affirmative action policy, qualified women candidates are urged to apply.

UNIVERSITY OF WINDSOR. The Department of History of the University of Windsor invites applications for a tenure stream position to develop, organize, and teach in a new master's level program in Archival Studies and to direct the University Archives. Graduates of this program would receive an M.A. in History and a certificate in Archival Studies. Qualifications. Extensive archival training and experience at an administrative level required. Ph.D. in History preferred; publications, teaching experience and M.A. in Archival Studies desirable, competency in French as well as English will be an advantage. The incumbent's responsibilities will be approximately 60 per cent in the History Department and 40 per cent in the University Archives. Duties in the History Department will include teaching courses in archival science, directing student research and supervising internships. Rank will depend on qualifications. The appointment, subject to final budgetary approval, will be effective July 1, 1993. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and the names of three referees, of least one of whom can evaluate the candidate's academic qualifications, should be sent to: Dr. K. Pryke, Head, Department of History, University of Windsor, Windsor, Ontario, N9B 3P4, FAX (519) 971-3610. Applications will be accepted until 1 November 1992.

UNIVERSITY OF VICTORIA: The Department of History at the University of Victoria invites applications for a tenured or tenure-track appointment in Canadian History. The rank is open. The candidate must have demonstrated research and teaching expertise in aboriginal history or native studies, with particular emphasis on British Columbia, the west or the north. The successful candidate will teach a course in Canadian aboriginal history, the Canadian survey and an upper level course in the candidate's area of expertise. A completed Ph.D., teaching experience and publications are very desirable. Applicants should send a curriculum vitae and three letters of reference to Dr. Peter Baskerville, Chair, History Department, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. Closing date for receipt of applications is 30 October 1992. In accordance with Canadian immigration policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

UNIVERSITY OF TORONTO: Subject to budgetary approval, the Department of History invites applications for a tenure-stream position at the rank of assistant professor in U.S. History, Colonial and Early National Periods, effective 1 July 1993. Applicants must have a completed Ph.D. and show promise of excellence in teaching and scholarly research. The successful candidate will be expected to teach undergraduate courses in U.S. History and to progress quickly into an active role in graduate teaching and supervision. In addition to broad competence in the Colonial/Early National period the candidate should have demonstrated expertise in social history. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Chair, Department of History, University of Toronto.

Memorial
University of Newfoundland

Director
School of Physical Education and Athletics

Memorial University of Newfoundland invites applications and nominations for the position of Director of the School of Physical Education and Athletics. The appointment, effective January 1, 1993, or the earliest date thereafter, is for an initial term of up to five years.

Memorial University was established in 1925 and offers a full range of programs through the faculties of Arts, Business Administration, Science, Medicine, Engineering and Education; and the schools of Music, Nursing, Pharmacy, Social Work and Physical Education. The University has 1000 faculty members and an enrolment of more than 17,500 students at two campuses, and provides excellent library and computer resources. The main campus is located on 206 acres, adjoining an 8,000 acre naturalist park. Facilities for fishing, hiking, ice skating, and cross country skiing lie within minutes of faculty offices.

The School of Physical Education and Athletics offers a newly introduced cooperative B.P.E. program as well as M.P.E. program. The School's activities include: programs in intramural sports, recreational activities, and varsity athletics; varied services to the province's school system; liaison and joint ventures with government agencies and sports governing bodies; and liaison with physical education professionals at Sir Wilfred Grenfell College, Memorial's affiliated college in Corner Brook. The present faculty of the School consists of twelve full-time members and a varying number of sessional lecturers and part-time coaches.

Candidates must have a completed Ph.D., proven administrative ability and a commitment to scholarship. University teaching experience and experience in dealing with governmental and other external agencies are also assets. The new director will be a key player in obtaining and developing new facilities for the School.

Applications and nominations will be treated in confidence. Applications, including résumé and the names of three referees, should be submitted by 15 November 1992 to:

Prof. Maureen Volk, Chair
Search Committee for Director of
Physical Education and Athletics
c/o School of Music
Memorial University of
Newfoundland
St. John's, NF
A1C 5S7

In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

UNIVERSITY OF
WINDSOR

LEDDY LIBRARY
HEAD, ACCESS SERVICES

The Leddy Library, University of Windsor, invites applications for an immediate opening for the position of Head, Access Services. The successful candidate will report to the Associate Librarian — Public Services and will be responsible for the management and leadership of the Access Services Department which includes 9 full-time and 45 part-time staff. The functions of the department are circulation, stacks maintenance, reserves, compact storage systems, microforms and audio-visuals control. The Head of Access Services participates in the management of the library through membership on the Management Committee.

Applicants must have an MLS degree (or equivalent qualification) from an accredited library school, a minimum of five years relevant library experience with demonstrated supervisory and administrative skills, commitment to quality public service, excellent communication and interpersonal skills and a strong understanding and practical knowledge of current library technology and automation. Experience with the NOTIS online system and a second Master's degree would also be assets.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Consideration of applications will begin August 31, 1992. Please send curriculum vitae and the names of three referees to:

Madge MacGown, University Librarian
University of Windsor
Windsor, Ontario
N9B 3P4

COMPUTER SCIENCE

The Department of Computer Science, University of Ottawa, and the School of Business, Carleton University, seek a postdoctoral fellow for the project "Automation and Support of Decisions with Strategic Interactions." Candidates must have a completed PhD, background in Artificial Intelligence and Decision Analysis, and a record of research in at least one of these areas. The position is available immediately for a year, renewable for another year. The annual salary is $27,500. The postdoc will be an essential member of the team, and will play an active role in all aspects of the project, including major research decisions. Duties include participation in theoretical and practical research work, in supervision of graduate students, and in publications arising from the project. Inquiries and applications: **Dr. Stan Szpakowicz, Department of Computer Science, University of Ottawa, Ottawa, Ontario K1N 6N5;** email: szpak@csi.uottawa.ca; tel: 613-564-2450; fax 613-564-9486

UBC

Department of Electrical Engineering
The University of British Columbia
NSERC/MDA INDUSTRIAL RESEARCH CHAIR
in
Radar Remote Sensing and Signal Processing

Applications are invited for a tenured or tenure-track Professor or Associate Professor appointment in Radar Remote Sensing and Signal Processing. The position is funded, initially, under the terms of the Industrial Research Chair program of the Natural Sciences and Engineering Research Council of Canada. The industrial partner, MacDonald Dettwiler (MDA), is providing substantial financial support, with some contributions from the Science Council of British Columbia and the Advanced Systems Institute of British Columbia. Chair funding includes salary support for the Chairholder, support personnel, and graduate students, as well as support for equipment, software, travel and other operating expenses.

A Ph.D. is required. Demonstrated expertise in radar remote sensing and signal processing is essential. Industrial and teaching experience are desirable. The successful applicant will be expected to provide outstanding academic leadership under the terms of the Research Chair Agreement. Substantial collaboration and interaction with the industrial partner is anticipated. Salary, rank and term of appointment will be commensurate with qualifications and experience. The appointment is subject to final budgetary approval.

The position is available from January 1, 1993. Priority will be given to applications received before November 1, 1992. To apply, send curriculum vitae, reprints of published papers, names of at least five references, and a statement of eligibility for employment in Canada to:

Dr. R.W. Donaldson, Head
Department of Electrical Engineering
The University of British Columbia
2356 Main Mall
Vancouver, B.C. Canada
V6T 1Z4

The University of British Columbia encourages applications from qualified women and minority applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Toronto, Canada, M5S 1A1. Applications will close on 15 October 1992. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply for positions.

YORK UNIVERSITY, Faculty of Arts, Department of History. Applications are invited for a tenure-track appointment at the rank of Assistant Professor in the social history of the United States during the twentieth century. A completed Ph.D and an on-going programme of research are required qualifications. The preferred candidate will specialize in African-American, Hispanic-American, or Women's history. Teaching experience and publications in the field are also preferred. The successful candidate will teach with regularity in a team-taught first-year departmental course and/or a second-year survey of American history, and offer upper-level undergraduate courses in the area of specialization. Salary dependent on qualifications and experience. Position is subject to budgetary approval. Candidates should arrange to send a curriculum vitae and confidential letters from three referees to: Professor Nicholas Rogers, Chair, Department of History, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Applications must be received by November 1, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

DALHOUSIE UNIVERSITY: The Department of History invites applications for a tenure-stream appointment in Canadian History at the rank of Assistant Professor, commencing July 1993. Special consideration will be given to applicants who can teach undergraduate classes in one or more of these areas: Canadian political history, French Canada, Western Canada, and Canadian economic history. For graduate supervision the candidate's specialization should be in the twentieth century. The Ph.D. and a commitment to research and publishing are required for appointment. The deadline for completed applications, including letters of references, is 16 November 1992. Please send applications with a curriculum vitae and a writing sample, and arrange to have three letters of reference sent, to: Canadian Search Committee, c/o Jack Crowley, Chair, Department of History, Dalhousie University, Halifax, Nova Scotia B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

THE UNIVERSITY OF AUCKLAND - NEW ZEALAND

A CHAIR IN PHILOSOPHY

Department of Philosophy

Vacancy UAC.195

The University seeks applications from candidates of high academic standing who have qualifications, experience and ability to provide strong academic leadership within the Department. Besides being experienced in University teaching, applicants are expected to be active in research and have a substantial record of research publications. Candidates should state fully the fields of Philosophy within which their particular academic and research interests lie.

The Department offers a full range of courses from Bachelors to Doctoral level, with an enrolment approaching 2000.

Besides being experienced in University teaching, applicants are expected to be active in research and have a substantial record of research applications.

Commencing salary will be established within the range NZ$80,080 - NZ$94,840 per annum.

Closing date: 30 November 1992.

A LECTURESHIP IN ORGANIC CHEMISTRY

Department of Chemistry

Vacancy UAC.208

Applications are invited from suitably qualified organic chemists who hold a doctoral qualification and have a strong research record. The Department is keen to appoint a candidate who has experience in one or more areas of bio-organic chemistry, bio-polymers or organic polymers with expertise in NMR spectroscopy although outstanding candidates in other areas of organic chemistry will also be considered. The appointee will be expected to teach at all levels in the Department.

Commencing salary will be established within the range NZ$37,440 - NZ$49,088 per annum.

Closing date: 14 October 1992.

A LECTURESHIP IN GEOGRAPHY - COASTAL GEOMORPHOLOGY

Department of Geography

(Limited-Term Three Years)
Vacancy UAC.207

This new position complements existing teaching and research in coastal geomorphology and management, and reflects a strong growth in undergraduate and graduate numbers.

Applicants should have an advanced qualification (a PhD or equivalent), and research and teaching interests in coastal geomorphology, preferably with an emphasis on coastal processes. An ability to contribute in other areas of process geomorphology, hydrology or quantitative methods would be an advantage.

Commencing salary will be established within the range NZ$37,440 - NZ$49,088 per annum.

Closing date: 30 September 1992.

A CHAIR IN SOCIAL ANTHROPOLOGY

Department of Anthropology

Vacancy UAC.196

Applicants must have appropriate advanced academic qualifications and should be experienced university teachers actively engaged in research with a substantial publishing record. Special consideration may be given to candidates with a particular interest in the South Pacific and/or New Zealand regions.

It is expected that the person appointed will play a leading role in furthering teaching and research within the Department and will continue and develop the already strong research activities that have been built up over recent years. He or she will be expected to encourage research and provide leadership in the field of Social Anthropology generally.

Commencing salary will be established within the range NZ$80,080 - NZ$99,840 per annum.

Closing date: 30 October 1992.

A CHAIR IN PAEDIATRICS

School of Medicine

(Carrying with it Headship of the Department)
Department of Paediatrics
Vacancy UAC.202

Applications are invited for the Chair in Paediatrics which becomes vacant following the retirement of Professor P D Gluckman.

The Chair carries with it the Headship of the Department for an initial period of five years, further tenure of the headship normally being reviewed at the end of that time. The Professor of Paediatrics will be responsible for all aspects of the promotion and leadership of academic Paediatrics, including clinical Paediatrics, research and teaching at all levels. A maximum of 5/10ths clinical service with a component/components of the Northern Regional Health Authority under the terms of a joint agreement with the University may be negotiated.

Applicants must hold a medical qualification registrable in New Zealand and a recognised postgraduate qualification in Paediatrics, and have a strong research record in that field.

Commencing salary will be established within the range NZ$102,960 - NZ$112,840 per annum.

Closing date: 16 October 1992.

A LECTURESHIP/ SENIOR LECTURESHIP/ ASSOCIATE-PROFESSORSHIP

Department of Planning

School of Architecture Property & Planning
Vacancy UAC.209

Applications are invited from suitably qualified and experienced candidates for appointment to participate in the introduction of a remodelled 4 year Bachelor degree course in 1993. The Department of Planning is the largest and longest established in New Zealand, offering BPlan, MPlan and PhD. It has 12 full or part-time teachers with a wide range of academic and professional experience.

A tertiary qualification in urban or regional planning or a related discipline is required. A doctorate and professional qualification in a specialised field is preferred. Applicants should also be able to show effective teaching experience, a record of research and significant professional practice.

The Department is particularly seeking applications from people with proven research or practice experience in environmental planning for sustainable communities; policy development and analysis; or environmental, economic and social assessment. Applicants should have an interest in both undergraduate teaching and supervision of the work of postgraduate students. Half-time appointments would be considered.

Commencing salary will be established within the range NZ$37,440 - NZ$49,088 per annum (Lecturer), NZ$52,000 - NZ$60,944 per annum (Senior Lecturer) and NZ$69,680 - NZ$75,920 per annum (Associate Professor).

Closing date: 14 October 1992.

POSTDOCTORAL RESEARCH ASSOCIATE

Applied Optics Centre

Vacancy UAC.210

The Applied Optics Centre is a joint research institute linking the Department of Physics and Electrical Engineering at the University of Auckland, which performs research and development in various areas. The Centre seeks to appoint a research associate to assist with industry funded research and development, and to contribute to the established research programme in nonlinear fibre optics and laser physics. The position, which is tenable for two years will also involve some limited teaching duties in the Physics Department. Applicants should have a PhD degree in some area of experimental laser physics or optics. Further details concerning the position can be obtained from Professor J D Harvey, Physics Department, University of Auckland, Private Bag 92019, Auckland, New Zealand. fax (64) 9 373-7445, email:jdh@phyvc.aukuni.ac.nz.

Commencing salary will be established at NZ$37,440 per annum.

Two copies of applications, in the form of a detailed CV and including the names and addresses of up to 3 referees, should be forwarded to reach the Registrar by 2 October 1992.

A CHAIR

Elam School of Fine Arts

Vacancy UAC.201

The Elam School of Art and Design opened in 1890 and in 1950 became part of the University of Auckland. Degree courses have been offered since 1967 and the current roll consists of approximately 180 students, 14 academic staff, 4 technical staff and 2 administrative staff.

Following an extensive review of the School it has been agreed that the intake of first-year students should double from 50 to 100 in 1993, and that the roll of the School should rise to approximately 375 by 1996 with an appropriate increase in staff and accommodation. This Chair is a new one created in response to the recommendations of the Review Committee that additional staff be provided.

Applicants should have an advanced degree and have a demonstrated record of academic achievement or professional activity in one or more aspects of relevance to Fine Arts. They should have a record of successful teaching, (preferably in a tertiary institution) of professional practice and administrative experience in an Arts or Arts-related field. Skills in leadership, communication, and interpersonal relations are also seen as being important.

Commencing salary will be established within the range NZ$80,080 - NZ$94,840 per annum.

Closing date: 23 October 1992.

A CHAIR IN PURE MATHEMATICS

Department of Mathematics and Statistics

Vacancy UAC.197

Applications are invited for a Chair of Pure Mathematics. The successful applicant will have an outstanding academic and research background in some branch of Pure Mathematics with personal qualities and experience which will enable her/him to contribute significantly to the continuing development of Pure Mathematics at Auckland both in research and teaching.

This position, is one of four established Chairs in the Department of Mathematics and Statistics, two being in Pure Mathematics and one in each of Applied & Computational Mathematics and statistics. Three other staff hold Personal Chairs. The Department has research strength in a number of areas of Pure Mathematics, including logic, group theory, discrete mathematics, finite geometry, functional analysis, summability theory, complex analysis, quasiconformal analysis, topology and differential equations.

The Department of Mathematics and Statistics at the University of Auckland is the largest Department of the largest University in New Zealand. It is in the process of boosting its graduate student enrolments. The Department has an undergraduate computing laboratory currently being enlarged and has a collection of Macintosh microcomputers and Sun workstations. The Pure Mathematics collection of periodicals in the University Library is the best in the country and includes a number of journals obtained by exchange with the New Zealand Journal of Mathematics (formerly known as the Mathematical Chronicle), produced locally in collaboration with the New Zealand Mathematical Society.

Commencing salary will be established within the range NZ$80,080 - NZ$94,840 per annum.

Closing date: 20 November 1992.

Conditions & Procedures For All Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Assistant Registrar, Academic Appointments, The University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone (64) 9 373-7999, fax (64) 9 373-7454.

Three copies of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR.

An Equal Employment Opportunity Employer

HUMANITIES

YORK UNIVERSITY. Faculty of Arts. Division of Humanities. Applications are invited for a tenure-stream position at the assistant professor level in the fields of Contemporary/Postmodern Literature and either Women's Studies or Cultures of the Americas, to commence July 1, 1993. The successful candidate will be cross-appointed between the Division of Humanities and the Department of English. The appointment is subject to budgetary approval by the University. As this is a shared appointment, applicants should have the appropriate scholarly strengths and teaching skills to offer both Humanities interdisciplinary courses and English courses, in large and small formats. Duties will include teaching in the Faculty of Graduate Studies and the development of a programme of productive research. A PhD or equivalent is required. Salary will depend on qualifications and experience. A letter of application, with curriculum vitae and a sample of the applicant's written work, should be sent to: Prof. Anne Pitgrim, Chair, Department of English, Faculty of Arts, York University, North York, Ontario M3J 1P3. In addition, candidates should arrange for letters of recommendation from three referees to be sent directly to the above address. Deadline for application is October 30, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY, Toronto, Canada. Faculty of Arts. Applications are invited for a tenure-track position at the assistant professor level, beginning July 1, 1993, subject to budgetary approval. The successful candidate will be cross-appointed between the Division of Humanities and the Department of Philosophy. Candidates should have a PhD, or equivalent, with a strong scholarly record in practical ethics or a related field. The successful candidate will participate in graduate and undergraduate teaching. Those with experience in designing and teaching interdisciplinary courses are encouraged to apply. Applications with CV and names of three referees should be sent to: Prof. J.N. Hershgandi, Chair, Department of Philosophy, Faculty of Arts, York University, North York (Toronto), Ontario M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Deadline for applications is October 31, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LANGUAGES

QUEEN'S UNIVERSITY in Kingston, Ontario invites applications for a contract position to teach Japanese language beginning on September 1, 1993. The position requires teaching introductory through advanced Japanese during the academic year and developing the development of materials for, and teaching on, an intensive summer course in Japanese. Applications will be accepted until December 31, 1992. Applicants should have appropriate training for teaching Japanese as a foreign language up to the advanced level. A minimum of a Master's degree in a relevant area is required. The starting annual contract rate will be $25K. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Please send c.v. and names of three references to: R.L. Jackson, Associate Dean, School of Business, Queen's University, Kingston, Ontario, Canada K7L 3N6. TEL: (613) 545-2306 or FAX: (613) 545-2013

LAW & SOCIETY

YORK UNIVERSITY. Faculty of Arts. Applications are invited for a tenure-track position at the assistant professor level, commencing July 1, 1993. The successful candidate will be cross-appointed between the Department of Philosophy and the Division of Social Science in the area of law and society. Candidates should have a PhD or equivalent, with a strong scholarly record. Applicants with experience in designing and teaching interdisciplinary courses linking law, society and philosophy are preferred. The Division of Social Science offers general education courses to undergraduate students, and an Honours BA Programme in Law and Society in which the successful applicant would be required to participate. The appointment is subject to budgetary approval. Applications, including curriculum vitae and names of three referees should be sent to: Paul Axelred, Chair, Division of Social Science, Faculty of Arts, York University, North York (Toronto), Ontario M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Application deadline is October 31, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LINGUISTICS

YORK UNIVERSITY. Faculty of Arts. Department of Languages, Literatures and Linguistics. Applications are invited for the following positions, which are subject to budgetary approval: (1) A tenure-stream position at the rank of assistant professor in Linguistics, beginning July 1, 1993. Qualifications required are a PhD, a strong research record, publications and demonstrable teaching ability. Candidates primary area of specialization will be syntax and semantics, within a broadly generative framework. The Linguistics programme offers a broad range of courses and encompasses a variety of interests and theoretical approaches. Consequently, in addition to teaching syntax and semantics at all levels, the successful candidate will have an interest in, and be prepared to teach in, one or more of the following areas: field methods, acoustic phonetics, language acquisition, and psycholinguistics. (2) A contractually limited (sessional) position at the rank of assistant professor in Linguistics, beginning July 1, 1993. Qualifications required are a PhD, a strong research record, publications and demonstrable teaching ability. Candidates primary area of specialization will be phonology, within a broadly generative framework. The Linguistics programme offers a broad range of courses and encompasses a variety of interests and theoretical approaches. Consequently, in addition to teaching phonology at all levels, the successful candidate will have an interest in, and be prepared to teach in, one or more of the following areas: field methods, acoustic phonetics, language acquisition, and psycholinguistics. Applications, including curriculum vitae and the names and addresses of three referees, should be sent to: Robert Drummond, Acting Chair, Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, North York, Ontario M3J 1P3. Deadline for applications is November 27, 1992. Candidates should be prepared to submit copies of peer and student teaching evaluations, if requested to do so. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. The Department of Linguistics at the University of Victoria invites applications for a tenure-track position in phonology at the Assistant Professor level, starting July 1, 1993. Applicants should have a PhD and research publications in phonological theory and a demonstrated interest in one of the following areas: acoustic phonetics, speech technology, morphology, historical linguistics. A research focus and a commitment to excellent graduate and undergraduate teaching are required. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to employment equity program, and women are strongly encouraged to apply. Please send a letter of application, curriculum vitae, copies of representative publications, and three letters of recommendation, by Dec. 15, 1992, to: Joseph F. Kess, Chair, Department of Linguistics, University of Victoria, Victoria, British Columbia V8W 3P4.

UNIVERSITY OF VICTORIA. The Department of Pacific and Asian Studies and Linguistics invite applications for a full-time tenure-track appointment at the rank of Assistant or Associate Professor level, starting July 1, 1993. The successful candidate should have a PhD, native-like competence in Modern Standard Chinese and English, and a demonstrable excellence in language instruction. Teaching duties will include introductory courses in Chinese Language and Linguistics, and some or all of the following: Chinese phonology and tonal typologies; Chinese syntax; history of the Chinese language; contrastive analysis of Chinese and English; Chinese sociolinguistics, plus supervision of graduate and upper-level undergraduate students. Applications including curriculum vitae and three letters of reference should be sent to Joseph F. Kess, Chair, Selection Committee for Position in Chinese Language and Linguistics, Department of Linguistics, University of Victoria, P.O. Box 3045, Victoria, British Columbia, Canada, V8W 3P4. The deadline for applications is January 1, 1993. Applications are welcomed from all qualified candidates, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to the Canadian Government's Employment Equity Program; in consideration of the gender imbalance in our two Departments, we are particularly interested in hiring a woman and strongly urge qualified women to apply.

MANAGEMENT

THE UNIVERSITY OF TORONTO, Scarborough Campus, invites applications for a tenure-stream position in marketing, at the Assistant or the Associate Professor Level to commence 1 July 1993. A Ph.D. is required with evidence of excellence in research and teaching. The appointment will include membership, and the opportunity to do graduate teaching in the University's Faculty of Management. Salary commensurate with experience. Research and computer support offered. Applications with curriculum vitae, 3 letters of reference, and evidence of scholarly and teaching ability will be accepted until 30 September 1992 and should be sent to Professor Sandford Borins, Chair, Division of Management and Economics, Scarborough Campus, 1265 Military Trail, Scarborough, Ontario M1C 1A4. The University of Toronto encourages both women and men to apply.

THE UNIVERSITY OF TORONTO, Scarborough Campus, invites applications for a tenure-stream position in general management or organizational behaviour, at the Assistant or the Associate Professor Level to commence 1 July 1993. A Ph.D. is required with evidence of excellence in research and teaching. In the area of general management, we are interested in candidates who can teach an introduction to management course. In addition, part of the positions' teaching responsibilities will include management skills; therefore, we are also looking for interest and strength in that area. The appointment will include membership, and the opportunity to do graduate teaching in the University's Faculty of Management. Salary commensurate with experience. Research and computer support offered. Applications with curriculum vitae, 3 letters of reference, and evidence of scholarly and teaching ability will be accepted until 30 November 1992 and should be sent to Professor Sandford Borins, Chair, Division of Management and Economics, Scarborough Campus, 1265 Military Trail, Scarborough, Ontario M1C 1A4. The University of Toronto encourages both women and men to apply.

MARKETING

UNIVERSITY OF REGINA, Marketing. Applications are invited for one tenure track position in Marketing. Candidates should have completed or be near completion of Ph.D. Appointments which will commence July 1, 1993, will be made at the Assistant or Associate level. The Faculty of Administration offers a four year undergraduate program which has an optional co-op work/study component. The Faculty also offers a part-time Masters of Administration degree. Applications should be sent to Dr. John Tuttle, Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2 Tel: (306) 585-4162 FAX: (306) 585-4805. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MASS COMMUNICATIONS

YORK UNIVERSITY. Faculty of Arts. Division of Social Science. Applications are invited for a tenure-stream position at the assistant professor level in the field of mass communications, commencing July 1, 1993. A PhD or equivalent, and a demonstrated capacity for interdisciplinary teaching and research, are required. Preference will be given for candidates with teaching and research interests in one or more of the following areas: media analysis, in particular theories of representation and audience reception; advertising and social advocacy; and research methods and theory. Special consideration will be given to candidates with an interest in gender and media studies. The Division of Social Science offers general education courses to undergraduate students, and an Honours BA Programme in Mass Communications in which the successful applicant would be required to participate. The appointment is subject to budgetary approval. Applications with curriculum vitae and names of three referees should be sent to: Paul Axelred, Chair, Division of Social Science, Faculty of Arts, York University, North York (Toronto), Ontario M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Application deadline is November 15, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MATHEMATICS

UNIVERSITY OF TORONTO: Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Analysis. Preference will be given to researchers in the areas of non-linear analysis and geometric analysis. The appointment is at the Erindale campus at the level of Assistant Professor, to begin July 1, 1993. Candidates are expected to have at least three years

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Memorial
University of Newfoundland

ASSISTANT PROFESSOR NEUROSCIENCE-MOLECULAR BIOLOGY (Tenure Track)

A full-time tenure track position at the level of Assistant Professor is available in the Division of Basic Medical Sciences, Faculty of Medicine, Memorial University of Newfoundland. We are seeking an individual to establish an independent, externally funded research programme in developmental neurobiology, although outstanding applications in other areas of molecular or cellular neurobiology will also be considered. Applicants should have at least two years of postdoctoral research experience. The successful candidate will be encouraged to participate in collaborative projects with established members of both the Neuroscience and Molecular Biology programmes, and will be expected to contribute to undergraduate and graduate teaching. This is a tenure track position; however, the successful candidate should be eligible to apply for external salary support. The Division of Basic Medical Sciences has over 40 full time faculty, with modern, well-equipped facilities attached to a teaching hospital.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is an equal opportunity employer.

Please quote reference #MN-1 in all correspondence. Applications should submit, by October 15, 1992, their curriculum vitae, a brief statement of research interests, and arrange to have three letters of reference forwarded to:

Associate Dean, Division of Basic Medical Sciences
Faculty of Medicine
Memorial University of Newfoundland
St. John's, Newfoundland
CANADA A1B 3V6

UNIVERSITY OF TASMANIA AUSTRALIA

Applications are invited for the following position

AT LAUNCESTON

CHAIR OF HUMANITIES
(Ref. No. 13892)

Applications are invited for appointment to the tenured position of Professor of Humanities in the Department of Humanities.

The Department offers full undergraduate courses in six academic disciplines: Aboriginal Studies, English, Geography, History, Indonesian Language and Philosophy, as well as inter-disciplinary study in the area of Asian Studies. Expansion into Australian Studies is currently being considered.

The successful applicant will have achieved widely recognised distinction in Asian Studies or Australian Studies, or in one of the disciplines represented in the Department, and be an excellent teacher.

The appointee will be an able administrator who can work well with people at all levels of university life and provide quality academic leadership in a multi-disciplinary department. The Professor will be expected to contribute enthusiastically to the Department's teaching and research, including postgraduate supervision, and to oversee the implementation of the Department's Strategic Plan. The appointee will be expected to serve as Head of Department initially for a five year term.

Further details of the post, the Department's teaching, research and resources, and of the University, are available from the Staff Office, telephone 61 03 263017, facsimile 61 03 263437. Enquiries about academic aspects of the post and the Department's Strategic Plan for 1992-94 should be directed to the Head of the Department of Humanities, Mr Derek Overton, telephone 61 03 260297, facsimile 61 03 263223 or to the Executive Dean of the School of Humanities and Social Sciences, Associate Professor Brian Mackenzie, telephone 61 02 202239, facsimile 61 02 207842.

The present professorial salary is $A77,900 pa. In addition, Heads of Departments receive a loading of 6% of a standard professorial salary for the term of their appointment as Head of Department. With the consent of the University, academic staff may undertake a limited amount of consultative work.

Applications, quoting the reference number, should give particular attention to the selection criteria and reach the A/Staff Officer, University of Tasmania at Launceston, PO Box 1214, Launceston, Tasmania, 7250, Australia by 30 September 1992. They should be enclosed in an envelope marked *Chair Appointment*.

EQUAL EMPLOYMENT OPPORTUNITY AND A SMOKE FREE WORKING ENVIRONMENT IN SHARED WORKPLACES ARE UNIVERSITY POLICY

Neville Jeffress J25946

UBC
UNIVERSITY OF BRITISH COLUMBIA

ECONOMICS

Several visiting positions for 1993-94 to replace faculty on leave. All fields of economics considered. Duties: teaching and research. Ph.D. or equivalent, university teaching experience, and research accomplishment commensurate with experience required. Rank and salary appropriate to qualifications and experience. Limited allowance for moving. Preference given to those holding regular positions at other universities. Foreign applicants are required to hold and retain a regular position at an institution outside Canada to satisfy immigration requirements. Applications close when positions filled, but not before November 15, 1992. Application including c.v., name of references and samples of research papers should be sent to **Professor W. Craig Riddell, Head, Department of Economics, The University of British Columbia, *Vancouver*, B.C., V6T 1Z1.** *The University of* British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

THE UNIVERSITY OF AUCKLAND
NEW ZEALAND

A LECTURESHIP

Department of Computer Science

Vacancy UAC.211

Our Department of Computer Science, now twelve years old, has 460 equivalent full-time students. The Department has recently occupied new well-equipped laboratories and offices. It offers a modern pleasant working environment in which the interests of academic staff are well supported.

Applicants should be qualified, experienced, and be capable of contributing to the development of computing teaching and research. They will be expected to have an advanced academic qualification, and a demonstrated history of teaching and research. Appointees are encouraged to engage in outside consulting activities. We are flexible regarding the background and specialisation of candidates though we may give preference to those whose interests are aligned with other staff in the Department.

Commencing salary will be within the range NZ$37,440 - NZ$49,088 per annum.

Further information, Conditions of Appointment and Method of Application, should be obtained from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone (64) 9 373-7999, fax (64) 9 373-7454. Three copies of applications should be forwarded to reach the Registrar by the 16 October 1992.

Please quote Vacancy Number UAC.211 in all correspondence.

W B NICOLL, REGISTRAR.

An Equal Employment Opportunity Employer

Memorial
University of Newfoundland

ASSISTANT PROFESSOR OF IMMUNOLOGY (Tenure Track)

MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Immunologist, Assistant Professor. Applications are invited for a tenure track position in the Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland. The applicant should have a Ph.D. degree with a proven research record in Immunology, preferably in Molecular Immunology, and with an interest in Autoimmunity. The applicant should be eligible to apply for a scholarship, will be expected to attract external grant support and to collaborate with other members of the Immunology Group which currently consists of nine faculty from various divisions. The successful applicant will be expected to complement the existing immunological studies and to participate in teaching of undergraduate (Medicine, Pharmacy) and graduate students (M.Sc. and Ph.D.).

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

Please quote reference #IM-1 in all correspondence. Applications with a detailed curriculum vitae, the names and addresses of three references, and a brief statement of research interests should be submitted by October 15, 1992 to the office of:

Associate Dean of Basic Medical Sciences
Faculty of Medicine
Memorial University of Newfoundland
St. John's, Newfoundland, Canada
A1B 3V6

experience in teaching and research after the Ph.D., and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Applicants should send their complete C.V. including a list of publications and any appropriate material about their teaching, and arrange to have at least four letters of reference sent directly to Professor J. Repka, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should deal with the candidate's teaching. To insure full consideration, this information should be received by October 31, 1992. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. The Faculty of Mathematics at the University of Waterloo, invites applications from qualified women candidates for tenure-track positions at the rank of Assistant Professor, to be funded in part through the 1993 NSERC Women's Faculty Awards program. NSERC has targeted these awards to women only who must also be Canadian citizens or permanent residents as of October 15, 1992. The Faculty of Mathematics is very strong in research and teaching, with about 160 faculty members in the Departments of Applied Mathematics, Combinatorics & Optimization, Computer Science, Pure Mathematics, and Statistics & Actuarial Science. Candidates should have a PhD, a strong research program in one of the disciplines represented in these departments, and an interest and ability in teaching (although for the period of the NSERC award, teaching will be limited to one course per year). Salary will be commensurate with experience. Applications must include a curriculum vitae and three letters of reference, sent directly from the referees to Dr. J.D. Kalbfleisch, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment would follow the NSERC decision in March 1993. The closing date for applications is September 30, 1992. The availability of these positions is subject to budget approval.

UNIVERSITY OF TORONTO, Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Analysis. Preference will be given to researchers in the areas of harmonic analysis, geometric analysis and differential equations. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1993. Candidates are expected to have at least three years experience in teaching and research after the Ph.D., and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Applicants should send their complete C.V. including a list of publications and any appropriate material about their teaching, and arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by December 31, 1992. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO, Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Geometric Analysis. The position is subject to budgetary approval. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1993. Candidates are expected to have at least three years experience in teaching and research after the Ph.D., and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with qualifications. Applicants should send their complete C.V. including a list of publications and any appropriate material about their teaching, and arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by December 31, 1992. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO, Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Applied Mathematics. Preference will be given to researchers in the areas of probability and non-linear partial differential equations. The position is subject to budgetary approval. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1993. Candidates are expected to have a least three years experience in teaching and research after the Ph.D., and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with qualifications. Applicants should send their complete C.V. including a list of publications and any appropriate material about their teaching, and arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by December 31, 1992. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

ÉCOLE POLYTECHNIQUE DE MONTRÉAL: Mathématiques Appliquées. Le Département de mathématiques appliquées sollicite des candidatures pour un poste de professeur(e) en recherche opérationnelle. Fonctions: Mener des activités de recherche et diriger les travaux d'étudiante aux études supérieures dans le domaine de la recherche opérationnelle; Enseigner des mathématiques appliquées à des étudiants en ingénierie; Participer comme membre aux activités du G.E.R.A.D., un important centre d'études et de recherche soutenu conjointement par l'École Polytechnique, l'École des Hautes Études Commerciales et l'Université McGill. Exigences Détenir un Ph.D dans le domaine de la recherche opérationnelle; Avoir démontré une forte productivité en recherche par un nombre important de publications dans les grandes revues internationales; Posséder d'excellentes connaissances en optimisation combinatoire, en complexité et algorithme ainsi que sure leurs applications en production. Démontrer d'excellentes qualités de pédagogue; Maîtriser le français écrit et parlé. Traitement et avantages sociaux: Conformément aux normes en vigueur à l'École Polytechnique. Date d'entrée en fonction: Janvier ou Juin 1993. Les dossiers de candidature avec curriculum vitae, attestation des diplômes et lettres de référence doivent parvenir au plus tard le 1er novembre 1992 à: Monsieur Marc Moore, Directeur, Département de Mathématiques Appliquées, École Polytechnique de Montréal, C.P. 6079, succursale "A", Montréal (Québec) H3C 3A7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette offre s'adresse d'abord aux citoyens canadiens et aux résidents permanents. L'École Polytechnique adhère au programme d'équité en emploi.

MEDICAL GENETICS

THE UNIVERSITY OF BRITISH COLUMBIA, Vancouver: The Department of Medical Genetics invites applications for the position of Director of Clinical Genetics. Reporting to the Department Head, the Clinical Director is responsible for administering one of the largest and most comprehensive clinical genetics programs in the world, located at the University Hospital. There are nine full-time part-time geneticists in the clinical group involving pediatric, obstetrical, internal medicine, biochemical and molecular subspecialties. The position carries appropriate academic rank in a giant tenure track appointment. The Department seeks a visionary leader with excellent administrative and clinical skills. The successful candidate will be expected to engage in independent research in an interactive environment and should be an enthusiastic teacher. Candidates for this position must be eligible for licensing in the province of British Columbia as well as specialist certification in Medical Genetics with either the Canadian College of Medical Geneticists or the Royal College of Physicians and Surgeons of Canada. The expected date of appointment is January 1, 1993, or as negotiated. The deadline for applications is September 30, 1992, or until such time as a suitable candidate is identified. Salary will be commensurate with experience and qualifications. This appointment is subject to final budgetary approval. Applications, including a curriculum vitae, selected reprints, a statement of research interests, and the names of three referees should be sent to Dr. J.M. Friedman, Head, Department of Medical Genetics, The University of British Columbia, Rm 226 - 6174 University Blvd., Vancouver, B.C. V6T 1Z3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants.

THE UNIVERSITY OF BRITISH COLUMBIA: The Department of Medical Genetics invites applications for a tenure track position in the area of animal or human Molecular Developmental Genetics. Appointment will be at the Assistant Professor level with the possibility of a higher rank for a suitable candidate with more experience. Preference will be given to individuals whose research involves molecular approaches to the study of the genetic basis of development. Candidates for this position must have a doctoral degree, a minimum of two years post-doctoral experience, and demonstration of outstanding research abilities. The successful candidate will be expected to develop a vigorous, independent research program in an interactive environment, and should be an enthusiastic teacher. The anticipated start date is January 1, 1993. The deadline for applications is September 30, 1992 or until such time as a suitable candidate is identified. Applications, including a curriculum vitae, selected reprints, a statement of research interests and present research activities, and the names of three referees should be sent to Dr. J.M. Friedman, Head, Department of Medical Genetics, The University of British Columbia, Rm. 226 - 6174 University Blvd., Vancouver, B.C. V6T 1Z3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants.

MEDICAL IMAGING

UNIVERSITY OF SASKATCHEWAN: Head, Department of Medical Imaging. The College of Medicine, University of Saskatchewan, is seeking applicants for the above full-time academic appointment, which includes Headship of the Royal University Hospital Department of Medical Imaging. Facilities are located in the new extension of the Royal University Hospital. A Magnetic Resonance Imager has been recently acquired and will commence operation in June 1992. This position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. The University of Saskatchewan is committed to the principles of employment equity. Applications, including a c.v. and names of three referees to Dean Ian McDonald, College of Medicine, B103, Health Sciences Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. The deadline for applications is September 30, 1992.

MEDICINE

UNIVERSITY OF BRITISH COLUMBIA: The Department of Medicine at UBC invites applications for a basic scientist with experience in positron emission tomography (PET) to continue a research program on animal models of movement disorders. This is a tenure-track position at the Assistant Professor level with a proposed start date of November 1, 1992.

The successful candidate must have post-doctoral experience with the design and implementation of PET studies using animals as demonstrated by original and substantive publications in peer-reviewed journals. An understanding of physiological processes in neurological systems is required. Knowledge of mathematical modelling of the PET scans is also required. The position is associated with the UBC Neurodegenerative Disorders Centre which includes researchers from several Departments in the Faculty of Medicine and from the UBC/TRIUMF PET Program. The successful candidate will be a team worker and will assume the role of principal investigator of a project with the Centres' Canadian Medical Research Council Program Grant. Please submit a letter of application and CV no later than September 30, 1992 to: Dr. G.B.J. Mencini, Eric W. Hamber Professor and Head, Department of Medicine, University of British Columbia, 2211 Wesbrook Mall, Vancouver, BC V6T 2B5. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants.

UNIVERSITY OF BRITISH COLUMBIA, St. Paul's Hospital: Chairman, Department of Medicine. St.Paul's Hospital and the University of British Columbia invite applications for the position of Chairman for the Department of Medicine at St. Paul's Hospital. The St. Paul's Hospital Department of Medicine is an integral part of the University of British Columbia, Department of Medicine and its teaching and research programs. St. Paul's Hospital is an active 560-bed tertiary care teaching hospital located in downtown Vancouver. The Department of Medicine has about 70 full-time and part-time members representing most subspecialties, all of whom participate in undergraduate and postgraduate teaching programs. Clinical programs, both local and provincial, annually serve about 7,500 inpatients, 4,500 medical short stay patients and 30,000 outpatients. In addition to excellence in clinical and teaching programs, strong thrusts in the area of pulmonary medicine, critical care and HIV

LEARNING SKILLS SPECIALIST, STUDENT SERVICES

Applications are sought for a three-year term position as Learning Skills Specialist. Learning Skills Specialists are responsible to the Dean of Student Services for the design, development, delivery and evaluation of study skills programs deemed appropriate to the needs of Brandon University students.

Duelllications: a Master's degree is required, as is knowledge of current learning theory.

Duties: Study skills consultation with individual students and groups of students.
Assessment of study skills needs of individual students and groups of students.
Program development that involves cooperative endeavours with faculty
Consultation or direct work with off-campus projects.
Other appropriate duties as assigned by the Dean.

Rank and Salery: Professional Associate II
Salary commensurate with experience and qualifications.
(Range $34,978 - $54,303 per annum)

Term appointment commences: on or before January 1, 1993

To apply, please send a curriculum vitae and the names of three references to:

Mrs. Darcy Bower, Acting Dean
Student Services
Brandon University
Brandon, MB
R7A 6A9

Closing date: October 1, 1992

In accordance with Canadian immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Brandon University is an equal opportunity employer.

QUEEN'S NATIONAL SCHOLARS
(Faculty Appointments)

QUEEN'S UNIVERSITY AT KINGSTON invites applications from outstanding scholars for faculty appointments in the life, physical and social sciences, the humanities, business education, engineering, law, medicine, nursing, rehabilitation therapy, and industrial relations, public administration and urban and regional planning. Preference will be given to scholars in the early- or mid-career stages. Under a special "Queen's National Scholar" program these appointments will be either bridging appointments to regular tenure track positions or special shorter term appointments.

These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. Another objective is to provide an opportunity to improve the proportion of women and designated minorities on faculty. THE MAIN CRITERION OF INTEREST TO THE SELECTION COMMITTEE IS ACADEMIC EXCELLENCE REGARDLESS OF OTHER CONSIDERATIONS.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

Each application should include a curriculum vitae and a brief statement of current and prospective research interests (if not included in the vitae). Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from three referees sent directly to the address below. The deadline for the receipt of completed applications, including letters of reference, is **October 16, 1992** for decision in December, 1992 or **January 15, 1993** for decision in March 1993.

Applications and letters of reference should be sent to: **The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Canada, K7L 3N6.**

Shastri Indo-Canadian Institute
Visiting Lectureships in Canadian Studies

The Shastri Indo-Canadian Institute invites applications for three Visiting Lectureships for 1992/93 in the following disciplines to undertake lecture tours to India:

- French Canadian Studies with emphasis on Social Sciences (Political Science, Sociology, Anthropology)
- English Canadian Literature
- Economics

The proposed lecture tours would likely be of about four weeks' duration and will be arranged in consultation with the individuals selected and the appropriate institutions in India. The Head Office of the Institute will arrange and pay for international travel. Living and travel costs in India are covered by the University Grants Commission. The best period for Canadian scholars to visit Indian universities is from early September to the end of November and from mid-January to the end of March.

Applications should be supported with a brief statement describing the scholar's area of expertise, experience and suitability; a c.v., and, if possible, a list of lecture topics.

The Institute's Canadian Studies Committee will review all nominations and make appropriate recommendations to the Executive Committee for action. Applications must reach the Calgary office by 9 October 1992: **Executive Director, Shastri Indo-Canadian Institute, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.**

University of Regina

ASSISTANT PROFESSOR IN COMPUTER SCIENCE

Applications are invited for a probationary appointment to the rank of Assistant Professor in the Department of Computer Science, effective July 1, 1993, subject to budgetary approval. The Department maintains active B.Sc., M.Sc. and Ph.D. programs, along with established research in several areas of software and/or applications, supported by up-to-date hardware systems. The Department has particular strengths in graphics and image processing; applications will be considered from candidates with a Ph.D. in other branches of Computer Science as well.

Applications, including a curriculum vitae and three letters of reference, should be sent by January 15, 1993 to **Dr. A.G. Law, Head, Department of Computer Science, University of Regina, Regina, Saskatchewan, S4S 0A2.**

The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HONG KONG POLYTECHNIC

The Hong Kong Polytechnic was established in 1972. With a full-time equivalent student population of 13,500 and a full-time academic staff establishment of around 1,000, it is the largest of the higher education institutions in Hong Kong, offers a wide range of advanced courses and pursues research to doctorate level.

Department of Accountancy

(1) Principal Lecturer in Accountancy
Candidates should have (a) preferably a PhD in Accounting or a Master degree with apropriate professional degree with appropriate professional accounting qualifications; (b) extensive experience and record in areas such as research, teaching, course administration, curricum development, consulting, or appropriate industrial/commercial public service employment; and (c) evidence of successful academic and professional leadership in a subject area.

Department of Manufacturing Engineering

(2) Principal Lecturer in Manufacturing Management
Candidates should have (a) a relevant higher degree, preferably a PhD; extensive experience in areas such as teaching, research, consultancy, extensive experience in areas such as teaching, research, consultancy, curriculum development, industrial/commercial/public service employment and (c) proven record of successful leadership in the subject area.

(3) Senior Lecturer in Design for Manufacture/CAD/CAM
Candidates should have (a) a relevant Master degree; (b) substantial professional/teaching/research experience, and (c) potential for academic leadership.

Department of Management

(4) Lecturer in Operations/Strategic Management
Candidates should have outstanding qualifications with an earned doctorate degree and a strong commitment to excellent teaching and research. Interested applicants should include a brief research plan in their applications.

Salaries: (CAD$1 = HK$6.595 at 7 August 1992)
Principal Lecturer: HK$457,140 p.a. - HK$589,740 p.a.
Senior Lecturer: HK$385,020 p.a. - HK$511,860 p.a.
Lecturer: HK$212,460 p.a. - HK$368,040 p.a.

(Note: Polytechnic salaries are currently under review and the general increase is anticipated to be approximately 11%)

Conditions of Service: Initial appointments will be on a fixed-term contract of two years at the end of which a gratuity equal to 25% of basic salary earned over the whole contract period will be payable. Continuation thereafter is subject to mutual agreement. Other benefits include leave, medical and dental schemes, children's education allowance and subsidized housing where appropriate.

Application
Applications including curriculum vitae and the names of three referees should be sent to the **General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong** before September 30, 1992 (fax (852) 364-2166). Further information available from the same office.

and related diseases form the foundation of a rapidly growing research program. The selected candidate will be dynamic, innovative and energetic with a strong academic background including experience in administration. An FRCPC, or equivalent in Internal Medicine, is prerequisite for this senior grant tenure track position. This position, available January 1, 1993, is a joint appointment of the University of British Columbia and St.Paul's Hospital. The appointment is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Please submit a letter of application, a C.V. and the names of three referees no later than September 30, 1992 to: Chairmen, Department of Medicine Search Committee, St. Paul's Hospital, Room 333, Comox Building, 1081 Burrard St., Vancouver, B.C. V6Z 1Y6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants.

MEDICINE, ETHICS & LAW

McGILL UNIVERSITY - Academic and Clinical Position: Medicine - Ethics - Law. The McGill Centre for Medicine, Ethics and Law, at McGill University, Montreal, invites applications for a tenure track or tenured position in the field of medicine, ethics and law, including in bioethics, beginning, at the latest, in September, 1993. Salary and rank will be commensurate with qualifications and experience. The appointee will work in a transdisciplinary academic Centre supported by the Faculties of Medicine, Religious Studies and Law, the Department of Philosophy and Teaching Hospitals affiliated with McGill University. The appointee's academic appointment will be in his or her base discipline, with a cross-appointment in the Faculty of Medicine. The appointee will be based in the Centre for Medicine, Ethics and Law, where he or she will carry an appropriate academic load in research, teaching and administration. The preferred candidate will have a Ph.D. in philosophy, or religious studies, or a post-graduate degree in law or medicine, with either recognized expertise in bioethics or a clear potential to develop this, a good research, teaching and publication record or potential, and a willingness and capacity to work in a transdisciplinary academic setting. Responsibilities of the appointee will include research, teaching and consultation in clinical ethics. He or she will spend the equivalent of two days a week as clinical ethicist of the Montreal Children's Hospital. In that capacity the appointee will be expected to provide leadership in bioethics education, policy formulation and ethics consultation within the hospital. He or she will serve as a key member of the hospital's Clinical Ethics Committee, and will provide ethics consultations as required. Applicants with a working knowledge of english and french will be preferred. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and offprints of recent publications and/or writing and research, and arrange to have three letters of recommendations sent to: Dr. Margaret A. Somerville, Director, McGill Centre for Medicine, Ethics and Law, 2020 University, 20th Floor, Montreal, Quebec H3A 2A5. The deadline for application is October 31, 1992. If sufficient qualified applicants have applied by that time, the competition will be continued. McGill University is committed to equity in employment. Version française disponible sur demande.

MOLECULAR BIOLOGY

McGILL UNIVERSITY - Molecular/Cellular Biologist; Assistant Professor. Applications are invited from individuals with experience in molecular or cellular biology, whose research is relevant for understanding the molecular basis of host-parasite interactions. A specific background in parasitology is not required. Applicants should have a Ph.D. or equivalent, and at least two years of post-doctoral experience. Applicants will be expected to have demonstrated ability to run a strong independent research program and to supervise post-graduate student research. The position is available immediately. McGill University is committed to equity in employment: qualified women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance. Applicants should send an outline of research interests, a curriculum vitae and the names of three individuals who have agreed to provide letters of recommendation to: Dr. Greg Matlashewski, Institute of Parasitology of McGill University, Macdonald Campus, 21,111 Lakeshore Road, Ste-Anne-de-Bellevue, Quebec, Canada, H9X 1C0 before September 30, 1992.

MUSIC

THE UNIVERSITY OF ALBERTA: Department of Music. Applications are invited for a full-time tenure-track position in piano at the floor of the Assistant Professor rank (1992-93 salary $40,035). Applicants should have a completed doctorate or equivalent professional experience. Duties will include studio teaching, chamber music coaching, classes in piano pedagogy and piano literature, and an active program of solo and chamber music performances. Ability to work successfully in the graduate program (MMus and DMus) is essential. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letter of application, curriculum vitae, three confidential letters of reference and official transcripts of graduate work should be sent to Dr. Wesley Berg, Chair, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada T6H 2C9. Appointment date: 1 July 1993. Application deadline: 15 October 1992. Tapes of solo or chamber music performances may be requested at a later date. Position control number: 129-207-228. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

THE UNIVERSITY OF ALBERTA: Department of Music. Applications are invited for a full-time tenure-track position in composition at the floor of the assistant Professor rank (1992-93 salary $40,035). Applicants should have a completed PhD in Composition, experience with electroacoustic techniques is desirable. Duties will include the teaching of undergraduate and graduate courses in composition and theory, thesis supervision, and the establishment of an active program of research and publication. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letter of application, curriculum vitae, three confidential letters of reference and official transcripts of graduate work should be sent to Dr. Wesley Berg, Chair, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada T6H 2C9. Appointment date: 1 July 1993. Application deadline: 16 October 1992. Position control number: 129-207-238. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

NEUROBIOLOGY

UNIVERSITY OF VICTORIA - Department of Biology. Applications are invited for a half-time, tenure-track position at the Assistant or Associate Professor level in the Department of Biology, beginning January 1, 1993. Preference will be given to an invertebrate neurophysiologist with a strongly evolutionary/comparative orientation and competence in techniques ranging from whole-organism behavioural studies to work at the cellular level. The successful applicant will be required to contribute to lecture and laboratory courses in general neurobiology and neuroethology of the senior undergraduate and graduate levels and to take responsibility for a graduate level seminar course in neurobiology. Prior experience and a record of teaching effectiveness in these areas is highly desirable along with experience in supervision of graduate students at the M.Sc. and Ph.D. levels. The Department of Biology recognizes neurobiology as an area of special potential and the appointee will join an established group of active researchers in this area. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents of Canada. The University of Victoria is committed to the principle of equity in employment, the reduction of gender imbalance in faculty. Apply to Dr. L.A. Hobson, Chair, Department of Biology, University of Victoria, Victoria, B.C. V8W 2Y2, by September 30, 1992, and enclose a curriculum vitae with a list of publications, and names and addresses of three referees.

NURSING

TRINITY WESTERN UNIVERSITY - Nursing. Subject to budgetary approval, tenure-track position as Director of Nursing for a new School of Nursing scheduled to begin in September, 1993. Ph.D in Nursing or related field, RNABC registration, five years experience in a senior nursing position and post-secondary educational administrative experience essential. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. Candidates must be able to support the University's Statement of Faith and its Community Standards agreement. C.V.'s and letters of reference should be addressed to Dr. David Stirling, Trinity Western University, 7600 Glover Road, Langley, B.C. V3A 6H4; (604) 888-7511. This competition will remain open until the position is filled, the appointment will commence January, 1993. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

NUTRITION

McGILL UNIVERSITY - Centre for Nutrition and the Environment of Indigenous Peoples. Two full-time research appointments are available immediately for a new research and teaching centre based in the Faculty of Agricultural and Environmental Sciences of McGill University, and affiliated with McGill's School of Dietetics and Human Nutrition. Salary will be commensurate with experience, with baseline at $40,275. Facilities newly constructed: environment smoke-free. Areas of research for these two appointments are: 1. Nutrient and contaminant (organochlorine and heavy metals) chemistry with an interest in issues of Indigenous Peoples in Northern Canada. 2. Nutrient and social science with an interest in issues of Indigenous Peoples in Northern Canada. Social science expertise can be in anthropology, public health education, sociology or epidemiology. Proven experience in biostatistics is required. Preference will be given to the applicant with a Ph.D. or equivalent degree, postdoctoral experience, and an established research record. Prior experience with Indigenous Peoples or other cross-cultural work an asset, qualified Indigenous People are strongly encouraged to apply. Documentation should be sent as soon as possible, and is to include a resume with a statement of research interests, copies of publications, and the names, addresses and phone contact for 3 referees qualified to judge research and professional abilities. These should be sent to: Harriet V. Kuhnlein, Ph.D., R.D., Professor and Director, School of Dietetics and Human Nutrition, Macdonald Campus of McGill University, 21,111 Lakeshore Road, Ste. Anne de Bellevue, Quebec H9X 1C0. Telephone 514-398-7842/7844. Fax 514-398-7739. Closing date: Until suitable candidates are found. Macdonald Campus is located 30 km west of the Montreal Campus of McGill University. In accordance with Canadian Immigration requirements, these positions are offered in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

OBSTETRICS & GYNAECOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. The Faculty of Medicine, University of British Columbia invites applications and nominations for the position of Head of the Department of Obstetrics and Gynaecology. We seek an academic leader who will direct and develop the teaching and research programs of the Department. The Department has 18 full-time and 43 clinical part-time faculty members and currently attracts external research support of approximately $1 million annually. Candidates should have a proven record of scholarly achievement, broad clinical experience and a commitment to undergraduate and graduate medical education. The starting date will be July 1, 1993. Salary will be commensurate with experience and qualifications. This appointment is subject to final budgetary approval. UBC encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and the names of three references should be directed by September 30, 1992 to: Dr. M.J. Hollenberg, Dean, Faculty of Medicine, University of British Columbia, Room 317, Instructional Resources Centre, 2194 Health Sciences Mall, Vancouver, BC V6T 1Z3.

ONCOLOGY

THE ONTARIO CANCER TREATMENT AND RESEARCH FOUNDATION invites applications for the position of Chief Executive Officer of the Windsor Regional Cancer Centre associated with the Metropolitan Hospital and the University of Windsor, Windsor, Ontario, Canada. The Centre currently sees approximately 1,400 new cancer cases per year. The program includes multidisciplinary consultation with all oncologic subspecialties and provides facilities for radiotherapy, chemotherapy, research and teaching. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The post is available prior to or as soon as possible after December 31, 1992. Remuneration is open to negotiation. Application with curriculum vitae and a list of three referees should be forwarded to: Dr. C.H. Hollenberg, President, The Ontario Cancer Treatment and Research Foundation, 7 Overlea Boulevard, Toronto, Ontario, Canada, M4H 1A8, Tel: (416) 423-4240; Fax (416) 423-2017.

PATHOLOGY

QUEEN'S UNIVERSITY, Kingston, Ontario - Staff Pathologists. Applications are invited for three Staff Pathologist positions involving teaching, service and research in a unique university hospital setting at Queen's University, Kingston General and Hotel Dieu Hospitals. The Department of Pathology at Queen's University has an exceptional record of strength in its residency training, and research in cancer biology, hemostasis and thrombosis, medical genetics, neuropathology, and amyloid and Alzheimer's Disease. The general and academic ambience of Kingston and Queen's is conducive to the enjoyment of life and the development of one's career. A clear record of interest in academic and scholarly activity is preferred. Expertise and/or potential growth in one or more of the following areas will be considered an asset: Surgical Pathology, Neuropathology, and Tumour Biology. Successful candidates will be appointed to the Department of Pathology, Queen's University with a rank commensurate with their experience. Applicants must have their FRCPC qualifications or the equivalent in anatomic pathology, general pathology, or neuropathology, or be eligible for their examinations prior to appointment. Eligibility for licensure in the province of Ontario is required. Two positions will be available on July 1, 1993. One position will be potentially available on September 1, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Part-time and Locum employment will be considered. Please send applications along with curriculum vitae and names of three referees to: Dr. Paul Manley, Professor & Head, Department of Pathology, Queen's University, Kingston, Ontario, Canada, K7L 3N6; FAX (613) 548-2513; PHONE (613) 545-2850.

THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Medicine. The Department of Pathology, University of British Columbia, has an opening for a tenure track Assistant Professor. The successful candidate will assist in the teaching, organization and development of a broadly based day-time and distance undergraduate programme in Medical Laboratory Science. Candidates should hold the degree of Doctor of Philosophy, show promise of being capable of maintaining an independent research programme and have a background in Development Biology, Human Histology, Histochemistry and Analytical Biochemistry. Teaching experience in Histology and knowledge of Genetics would be an advantage. Starting salary will be commensurate with experience and qualifications. This appointment is subject to final budgetary approval. UBC encourages qualified women and minority applicants. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents. Deadline for application is September 30, 1992 with a starting date of November 1, 1992. Please send curriculum vitae and the names of three references to: Dr. Andrew Churg, Acting Head, Department of Pathology, University Hospital, University of BC, 2211 Wesbrook Mall, Vancouver, BC V6T 2B5.

PHARMACOLOGY

UNIVERSITY OF SASKATCHEWAN, Department of Pharmacology invites applications for a tenure track position to commence July 1, 1993. Candidates must have a Ph.D. or M.D. degree and post-doctoral training. Preference will be given to individuals with teaching and research experience in cardiovascular pharmacology or neuropharmacology. Evidence that the applicant has the potential to establish an independent research program is required. The University of Saskatchewan is committed to the principles of Employment Equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae, recent reprints of published work, the names and addresses of three referees, and a statement of their teaching and research interests to Dr. J.R. McNeill, Dept. of Pharmacology, University of Saskatchewan, Saskatoon, Sask., Canada, S7N 0W0. The deadline for receipt of applications is Nov. 1, 1992.

PHARMACY

DALHOUSIE UNIVERSITY - College of Pharmacy. Tenure-Track Faculty Positions. Come, live and work in Canada's "Ocean Playground"! Join a quarter of a million people who enjoy the good life Halifax-Metro area has to offer. Enjoy fine beaches, great sailing and fabulous seafood. Enjoy the rolling hills, forests and valley orchards. Enjoy the many cultural elements. We are one hour away by plane from Boston, and Montreal and Toronto are not much further. We have non-stop flights to the United Kingdom and Europe. In other words, the location is great. Dalhousie University is home to approximately 11,000 students and has a diversity of strong undergraduate, graduate, professional and international programs. The campus occupies more than 60 acres in a residential area of Halifax. Dalhousie benefits from a variety of arrangements for teaching and research collaboration with local and regional hospitals, federal and provincial research laboratories and other local and regional universities. Now, about the positions: PHARMACY ADMINSTRATION - Assistant or Associate Professor. We require someone to teach our pharmacy students about the business and administrative aspects of community and hospital pharmacy. We require someone to establish a research program in areas such as cost-benefit analysis for the various pharmacy health care organizations in our Maritime Provinces. Significant potential exists for contract research with governments and the pharmaceutical industry. Other responsibilities include participation in College, University and professional service activities. Along with a number of health professional schools, Dalhousie University has a School of Health Services Administration, a School of Business Administration, and a School of Public Administration. The potential for collaboration with these schools is excellent. Preference for this position will be given to candidates with a Ph.D. in pharmacy administration; however, those with a suitable background in pharmacy and business, pharmacoepidemology or drug utilization evaluations will be considered. Salary and rank will be commensurate with experience and qualifications. The position is currently available, subject to budgetary approval. Applications should be postmarked on or before October 31,

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UNIVERSITY OF SASKATCHEWAN
NATIVE LAW CENTRE
RESEARCH DIRECTOR

Established in 1975, the mission of the Native Law Centre is to, through teaching, research, and publications, assist in the development of the laws and the legal system in Canada in ways which will better accommodate the advancement of native communities in Canadian society. Some specific activities include providing the Summer Program of Legal Studies for Native People, publishing materials in the area of Native law and conducting research in the areas of Indian and Aboriginal law.

As the chief managerial officer for the Centre, reporting to the Dean of Law, the Research Director will have overall supervisory responsibility for the Centre's programs and operations. As well, the Director will undertake specific responsibility for the enhancement of the Centre's academic research activities. Other duties will include providing leadership in stimulating research and fundraising activities and teaching in the College of Law's program in Aboriginal law.

Applications for the position of Research Director, Native Law Centre, are invited from candidates with the following qualifications: postgraduate qualifications in law, demonstrated research and leadership capabilities, significant experience in teaching or in the practice of law, and demonstrated administrative skills. An understanding of Aboriginal law issues would be an asset.

Salary: The salary will be commensurate with qualifications and experience.

Term: The initial appointment will be for a five-year term commencing January 1, 1993

Apply by October 31, including a Curriculum Vitae, plus references to:

Peter MacKinnon, Dean
College of Law
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates, including Aboriginal people, persons with disabilities, visible minorities and women.

UNIVERSITY OF
WINDSOR

DEAN OF BUSINESS ADMINISTRATION

The University of Windsor invites applications and nominations for the position of Dean of the Faculty of Business Administration, effective July 1, 1993. The incumbent, having served for the maximum allowable period of two five-year terms, cannot stand for a further term.

The Faculty of Business Administration offers an Honours Bachelor of commerce degree, and a Master's of Business Administration degree with a cooperative education option, as well as a number of professional and executive programs. The Faculty consists of about 50 full-time professors serving 1600 full-time students and 1000 part-time students. The Faculty of Business takes pride in its teaching and research record and is committed to proceeding towards AACSB Accreditation of its programs. In the 1992 survey of MBA programs by Canadian Business, Windsor was ranked in the top three in Ontario.

As the senior executive officer of the Faculty, the Dean is expected to provide dynamic leadership of the Faculty both within the university and within the general business community. Candidates should have the interpersonal skills to interact with members of the University community and to develop strong partnerships with the business community. We are particularly seeking candidates with a demonstrated commitment to employment and education equity.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Applications and nominations should include a complete curriculum vitae and the names of three referees, to be received not later than November 15, 1992, directed in confidence to

Dr. Andrew Templer
Chair, Dean of Business Search Committee
Odette Building, University of Windsor
Windsor, Ontario N9B 3P4

CHAIR
DEPARTMENT OF BIOLOGY
UNIVERSITY OF VICTORIA
VICTORIA, BRITISH COLUMBIA
CANADA

Applications are invited for the position of Professor and Chair of the Department of Biology, University of Victoria. The Department has 26 faculty members, 11 staff members in support of teaching and research programs in ecological and evolutionary biology, physiology, and cellular and molecular biology, and 64 graduate students. In addition, the Department has specific research programs investigating the biology of forest trees, marine biology, molecular toxicology and neurobiology.

Candidates must have a distinguished record of scholarship and professional achievement in either ecological or evolutionary studies or both, and will be expected to participate in related teaching and research programs. Also, the successful candidate will demonstrate strong leadership qualities and administrative ability.

Send applications to:

Dr. A.T. Matheson
Dean of Science
University of Victoria
Victoria, British Columbia
V8W 2Y2

The competition will close on 31 October, 1992

The University of Victoria encourages women and members of minorities to apply. Applications from Canadian citizens and landed immigrants will be given first consideration.

UVic
UNIVERSITY OF VICTORIA

THE UNIVERSITY OF MANITOBA

DEAN
FACULTY OF EDUCATION

The University of Manitoba invites applications and nominations for the position of Dean of the Faculty of Education, effective July 1, 1993.

The four departments — Curriculum: Humanities and Social Sciences; Curriculum: Mathematics and Natural Sciences; Education Administration and Foundations; and Educational Psychology comprise 74 F.T.E. academic staff and 18 F.T.E. support staff. The Faculty also has a successful special access program in the Winnipeg core area. Programs leading to the B.Ed., M.Ed., and Ph.D. degrees and the Post-Baccalaureate Certificate had 1991-92 enrolments of 2,268 undergraduate and 384 graduate students. The D.S. Woods Education Library is an integral part of the Faculty.

The appointee should be capable of stimulating quality in undergraduate and graduate teaching, scholarship and in team-building both within the Faculty and with external agencies and the profession, be sensitive to the gender, racial and cultural issues in education and have experience in program planning implementation. Administrative experience would be an asset.

The appointment will be for a specified term which may not exceed ten years without a search and is expected to be accompanied by a continuing senior academic appointment. The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University provides a smoke-free work environment save for specially designated areas.

Nominations, applications, (the latter with names of three persons from whom confidential references may be obtained), and suggestions should be addressed to **Professor R.A. Johnson, Vice-Provost (Programs), The University of Manitoba, Winnipeg, Manitoba R3T 2N2** and will be received up to October 15, 1992.

1992. CLINICAL PHARMACY - Assistant Professor. Applications are invited for this full-time position in Clinical Pharmacy. Applicants must hold a Pharm.D. (or equivalent) degree. Completion of a residency or fellowship is desirable and knowledge of pediatrics and/or obstetrics would be an asset. Responsibilities will include teaching aspects of clinical pharmacy, developing scholarly activities through a strong clinical involvement by means of a joint appointment with the shared Pharmacy Department of the Izaak Walton Killam Children's Hospital (218 beds) and the Grace Maternity Hospital (150 beds), and participating in College, University and professional service activities. Salary will be commensurate with qualifications and experience. This position will be available from April 1, 1993, or as soon as possible thereafter, subject to budgetary approval. Applications should be postmarked on or before December 31, 1992. PHARMACEUTICS, BIOPHARMACEUTICS OR PHARMACOKINETICS - Assistant or Associate Professor. Applications are invited for this position in Pharmaceutics, Biopharmaceutics or Pharmacokinetics at the College of Pharmacy. Preference will be given to candidates with a Ph.D. degree and experience in controlled release/selectiva drug delivery. Postdoctoral research, industrial and/or teaching experience are desirable. Responsibilities will include teaching to undsrgraduate and graduate students, development of an active research program, and participation in College, University and professional service activities. Internationally recognized collaborative research with groups within the Faculties of Medicine and Dentistry exist and is supported by cross-appointments. Salary and rank will be commensurate with experience and qualifications. The position becomes available July 1, 1993, subject to budgetary approval. Applications should be postmarked on or before December 31, 1992. Applications should include a curriculum vitae, a short description of research interests and the names and addresses of three references, and should be submitted to: Or R.F. Chandler, Director, College of Pharmacy, Dalhousie University, Halifax, N.S. Canada B3H 3J5. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Dalhousie University is a smoke-free environment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

PHILOSOPHY

THE UNIVERSITY OF CALGARY Department of Philosophy invites applications for an Associate Professor or junior full Professor (tenure-track) effective July 1, 1993, with specialization in one or more of ethics, applied ethics, social and political philosophy, and philosophy of law. Candidates should have a scholarly record of high quality with significant publication, and show evidence of excellence in teaching undergraduate and graduate courses and experience in supervising graduate students. Rank and salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal peoples, visible minorities and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applicants should provide a curriculum vitae together with evidence of teaching performance and samples of written work, and arrange to have at least three letters of reference sent before December 11, 1992 to: Brenda M. Baker, Head, Department of Philosophy, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4

McGILL UNIVERSITY, Montreal, Quebec. Assistant Professor, AOS: Ethics, AOC: One or more of Biomedical ethics, philosophy of law, philosophy of religion, aesthetics. Ph.D. required prior to appointment. Salary Assistant Professor level 1992-93, $40,275. Initial appointment for Assistant Professor is for a three-year period. Appointment begins September 1, 1993. Duties to include two courses per semester, thesis supervision, usual departmental and university committee assignments. Successful candidates must show excellence in teaching and superior research capabilities. McGill University is committed to equity in employment: qualified women and men are encouraged to apply. Application deadline: 15 November, 1992. To apply, arrange for a complete dossier (including a CV, letters of reference, samples of written work, and graduate transcripts) to be sent to the Appointments Committee (Ethics), Department of Philosophy, 855 Sherbrooke Street West, Montreal, Québec, H3A 2T7. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY, Toronto, Canada. Faculty of Arts. Department of Philosophy. Applications are invited for the following positions, subject to budgetary approval. (1) One or more tenure-stream positions at a junior level. An appointment at the assistant professor level is expected, but more senior scholars may also apply. Successful candidates will have a strong scholarly record in addition to a PhD in any area of philosophy, but preference will be given to those whose areas of specialization include history of modern philosophy, contemporary existentialism, contemporary phenomenology, philosophy of language and mind, or logic. (2) A tenure-track position at the assistant professor level, beginning July 1, 1993. The successful candidate will be cross-appointed between the Department of Philosophy and the Division of Humanities. Candideles should have a PhD, or equivalent, with a strong scholarly record in practical ethics or a related field. The successful candidate will participate in graduate and undergraduate teaching. Those with experience in designing and teaching interdisciplinary courses are encouraged to apply. (3) A tenure-track position at the assistant professor level, beginning July 1, 1993. The successful candidate will be cross-appointed between the Department of Philosophy and the Interdisciplinary Programme in Law and Society in the Division of Social Science. Candidates should have a PhD and a strong scholarly record in any area of ethics, practical ethics, medical ethics, and any area of specialization linking philosophy, law and society. Graduate and undergraduate teaching may be required of the appointee. Applications with CV and names of three referees should be sent to: Prof. J.N. Hattiangedi, Chair, Department of Philosophy, Faculty of Arts, York University, North York (Toronto), Ontario M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Deadline for applications is October 31, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA — Poste en Philosophie. L'Université d'Ottawa annonce un poste régulier en philosophie, ouvrant sur le permanence, au rang d'adjoint(e). L'entrée en fonction est fixée au 1er juillet 1993. Le doctorat en philosophie est requis. Le traitement sera établi conformément aux normes de la convention collective. La philosophie contemporaine continentale constitue le domaine de spécialisation. Le domaine de compétence est ouvert. L'Université exige le bilinguisme (français-anglais) pour l'octroi de la permanence. Le Département de philosophie est engagé dens une politique d'équité en matière d'emploi. Ce concours était préalablement pour les citoyens canadiens et les résidents permanents seulement. Il s'adresse maintenant aux citoyens canadiens, aux résidents permanents, et autres. Veuillez joindre la lettre de candidature, le curriculum vitae, trois lettres de référence, et toute autre documentation attestant de l'excellence dans l'enseignement et la recherche, et aptitude pour le service à la communauté universitaire avant le 15 novembre 1992, à: Monsieur Hilliard Aronovitch, Directeur, Département de philosophie, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Téléc.: 613-564-7668.

UNIVERSITY OF OTTAWA — Position in Philosophy. The University of Ottawa has available a tenure-track position in philosophy with level of assistant professor beginning July 1, 1993. Ph.D. is required. Salary will be determined in accord with the Collective Agreement of the University. Area of specialization is contemporary continental philosophy. Area of competence is open. Bilingualism (English-French) is a condition of tenure. The Department of Philosophy is committed to a policy of employment equity. This position was previously advertised for Canadians, permanent residents only. It is now advertised for Canadians, permanent residents, and others. Applications, including a curriculum vitae, three letters of reference, and any other supporting documents attesting to excellence in teaching and research, and to potential for university service, must be sent by November 15, 1992 to Professor Hilliard Aronovitch, Chair, Department of Philosophy, University of Ottawa, Ottawe, Ontario, K1N 6N5. Fax 613-564-7668.

PHYSICS

THE UNIVERSITY OF CALGARY- Medical Physics. Postdoctoral Position - available for two years in magnetic resonance angiography. Research experience in magnetic resonance imaging and/or digital signal processing required. Annual starting stipend: $23,230 to $24,775, depending on qualifications. Send curriculum vitae and names and addresses of three references by September 30, 1992, to: A.F. Crawley, Ph.D., MRI Centre, Foothills Hospital, 1403 - 29 Street N.W., Calgary, Alberta T2N 2T9.

PHYSIOLOGY

UNIVERSITY OF BRITISH COLUMBIA. The Department of Physiology at the University of British Columbia is seeking qualified individuals to sponsor for major Scholarship Awards (MRC, BCHRF, Heart Foundation, etc). Suitable candidates must have a Ph.D. and/or M.D. and a minimum of two years post-doctoral experience in any major discipline related to physiology. The department has active research programs in regulatory peptides and G.I. physiology, neurophysiology and biophysics, cardiovascular physiology and temporature regulation. If successful in obtaining a Scholarship the candidate would hold the position of Assistant Professor (Grant Tenure). The start date of the position will be July 1, 1993. Salary will be consistent with granting agency guidelines. Applicants should send a curriculum vitae and the names of three individuals willing to supply a letter of reference by October 31, 1992, to: Dr. K.G. Bainbridge, Acting Head, Department of Physiology, University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C. V6T 1Z3. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants.

POLITICAL SCIENCE

UNIVERSITY OF TORONTO. The Peace and Conflict Studies Program at University College in the University of Toronto and the Department of Political Science of the University of Toronto invite applications for a shared tenure-track position in the fields of peace and conflict studies and International Relations at the rank of Assistant Professor beginning July 1993. Applicants should have a Ph.D. in Political Science or International Relations and be familiar with a broad range of research on the nature and causes of conflict and the possibilities for its resolution. Teaching responsibilities will be at the undergraduate and graduate levels; the successful candidate will also assume the administrative duties of Co-ordinator of the undergraduate Peace and Conflict Studies Program at University College. Send a current curriculum vitae and the names of three referees or a dossier to: Professor F.A. Sherk, Acting Principal, University College, University of Toronto, Toronto, Ontario, M5S 1A1. Deadline: 13 November 1992.

UNIVERSITY OF TORONTO. The Department of Political Science at the University of Toronto invites applications for a tenure track position in the field of Comparative Politics in industrial societies. Preference will be given to those with an interest in Canadian politics and public policy. The position will be at the rank of Assistant Professor beginning July 1993. Applicants should have a PhD or be near completion. Teaching responsibilities would be at the graduate and undergraduate levels. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply for positions. Applicants should have 3 referees send letters of recommendation under separate cover to the address below. Applicants should also send a current curriculum vitae to: Professor Robert O. Matthews, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada, M5S 1A1. Deadline: November 13, 1992.

CARLETON UNIVERSITY: Department of Political Science. Subject to budgetary approval, the Department of Political Science invites applications for a tenure-tract position in comparative politics with a specialization in the post-Soviet successor states. This appointment is to begin on January 1, 1993, and will be a half-time appointment, with possible future conversion to full-time status, subject to the availability of funds. Applicants should have a completed Ph.D. and a commitment to effective teaching and scholarly research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Applications, including a curriculum vitae and names of at least three referees, should be made by September 30, 1992 to: Professor J.H. Pammett, Chair, Department of Political Science, Carleton University, Ottawa, Ontario, Canada, K1S 5B6.

THE UNIVERSITY OF CALGARY Department of Political Science invites applications for an Assistant Professor in Canadian politics and public policy effective July 1, 1993. PhD required. The successful candidate will be expected to teach at the graduate and undergraduate levels in Canadian politics and public policy, to be actively engaged in graduate supervision, and to develop a vigorous research program. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Policy and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applications, with an up-to-date curriculum vitae and the names of three referees, should be submitted by October 31, 1992 to: Dr. M.O. Dickerson, Acting Head, Department of Political Science, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4, Tel. (403) 220-5950; FAX: (403) 282-4773.

PSYCHOLOGY

UNIVERSITY OF TORONTO. The Department of Psychology at the University of Toronto invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning July 1993, in the area of Personality, Abnormal, or Social Psychology, with research interests preferably at the intersection of two of these areas. Quantitative expertise is also desirable. Candidates should have a Ph.D. or be near completion. In accordance with Canadian immigration requirements priority will be given to Canadian citizens or permanent residents of Canada. A curriculum vitae and three letters of reference should be forwarded to C. Peter Herman, Department of Psychology, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Deadline October 31, 1992. The University of Toronto encourages applications from both women and men.

UNIVERSITY OF TORONTO. The Department of Psychology at the University of Toronto invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning July 1993, in the area of Personality, Abnormal, or Social Psychology, with research interests preferably at the intersection of two of these areas. Quantitative expertise is also desirable. Candidates should have a Ph.D. or be near completion. In accordance with Canadian immigration requirements priority will be given to Canadian citizens or permanent residents of Canada. A curriculum vitae and three letters of reference should be forwarded to C. Peter Herman, Department of Psychology, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Deadline October 31, 1992. The University of Toronto encourages applications from both women and men.

ADDICTION RESEARCH FOUNDATION: Research Scientiste. The Clinical Research and Treatment Institute (CRTI) of the Addiction Research Foundation of Ontario is seeking scientists in the following areas: Cognitive Behavioural Intervention, Youth and Family Clinical Research, Behavioural Pharmacology, Comorbidity and Behavioural Risk Factors, Treatment Systems Research, Pharmacotherapy. Qualifications: Ph.D. in behavioural, medical, or social sciences, or M.D., registered or registration-eligible in Ontario, where appropriate. Established credentials in treatment research in the addictions are desirable. The incumbent will develop, conduct and disseminate research findings, and participate where appropriate in training and clinical care in a research context, demonstrating excellence, innovation, and leadership. Salary and benefits package commensurate with experience. Preference will be given to those eligible to work in Canada. Please forward your curriculum vitae and letter of application to: Ms. Joanne Cohen, Research Administrator, Addiction Research Foundation, 33 Russell Street, Toronto, Ontario, M5S 2S1 Canada. Telephone: (416) 595-6000, extension 651. Facsimile: (416) 595-9997. Additional information is available on request.

ADDICTION RESEARCH FOUNDATION: Clinical Psychologists. The Clinical Research and Treatment Institute (CRTI) of the Addiction Research Foundation of Ontario is seeking Clinical Psychologists in the following areas: Cognitive Behavioural Intervention and Comorbidity and Behavioral Risk Factors. With a Ph.D. in Clinical Psychology or a related behavioural science, registration-eligible or registration-eligible in Ontario, where appropriate, you will bring demonstrated clinical experience and avidance of strong research abilities to the position. Experience in the treatment of substance abuse disorders is desirable. Salary and benefits package commensurate with experience. Preference will be given to those eligible to work in Canada. Please forward your curriculum vitae and letter of application to: Ms. Joanne Cohen, Research Administrator, Addiction Research Foundation, Toronto, Ontario, M5S 2S1 Canada. Telephone: (416) 595-6000, extension 651. Facsimile: (416) 595-9997. Additional information is available on request.

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Psychology, University of British Columbia invites applications for a tenure track faculty position at the assistant professor level from those with research interests in cognitive development who have strong credentials in methodological/quantitative techniques appropriate to developmental research. The position will begin July 1, 1993. Applicants must have demonstrated, in published form, the commitment and ability to conduct high-quality research. The responsibilities are those appropriate to a research oriented doctoral programme and include supervision of graduate student research and undergraduate and graduate teaching. Salary will be commensurate with experience. The position is contingent upon budgetary

UBC

FACULTY OF EDUCATION
THE UNIVERSITY OF BRITISH COLUMBIA

Ten Tenure Track Positions Available

The Faculty of Education at the University of British Columbia invites application for tenure track positions in the areas listed below. The appointments will be effective July 01, 1993, and will be subject to final budgetary approval.

The Faculty offers programs leading to Ph.D., Ed.D., M.A. and M.Ed. degrees, the Diploma in Education and the B.Ed. degree with teacher certification. All applicants should have a doctoral degree, evidence of research competence, a well-defined research program and, in most cases, teaching experience.

Applications, addressed to the appropriate Department Head, should include a c.v., names, addresses and telephone/FAX numbers of three referees, a statement of research interests and one published article (if available).

DEPARTMENT OF ADMINISTRATIVE, ADULT AND HIGHER EDUCATIDN: 2 positions
(Dr. Jean Hills, Department Head)

Adult Education, Assistant Professor. The successful applicant will have an earned doctorate relevant to adult education with a solid grounding in an appropriate social science discipline. S/He will be able to make contributions through teaching, research and the supervision of graduate students in the historical, social or cultural analysis of adult education phenomena. A record of research and publication in at least one of these areas is required. Experience in university-level teaching and as a practitioner of adult education are desirable. Salary to $50,000.

Post-secondary or Higher Education, Assistant Professor. The successful applicant will have an earned doctorate and expertise in the broad area of higher education with a strong interest in the study of organization and governance, particularly at the university level, and/or economic aspects of post-secondary education. S/He will be able to make contributions through teaching, research and supervision of graduate students with a variety of backgrounds and interests in the field of higher education. Salary to $50,000.

DEPARTMENT OF EDUCATIDNAL PSYCHOLOGY AND SPECIAL EDUCATION: 2 positions
(Dr. Patricia Arlin, Department Head)

Educational Psychology and Special Educetlon: Instructional end Cognitive Science, Assistant Professor. The successful candidate should have a doctoral degree. Public school teaching or clinical experience is desirable. Research program and teaching responsibilities in cognition, instructional design, CAI, AI and/or computer technologies in Special Education. Salary to $50,000.

Educational Psychology and Special Education: Research Design and Methodology, Assistant Professor. The successful candidate should have a doctoral degree. Public school teaching or clinical experience is desirable. Research program and teaching responsibilities in quantitative and qualitative methodology and one other program area of Educational Psychology and Special Education. Salary to $50,000.

DEPARTMENT OF MATHEMATICS AND SCIENCE EDUCATION: 3 positions
(Dr. David Robitaille, Department Head)

Mathematics Education, Assistant Professor (2 positions). Applicants for these positions should have a doctoral degree as well as previous teaching experience at the elementary or secondary level. Duties will include teaching at the undergraduate and graduate levels, supervision of graduate students and student teachers, and development of an active program of research and publication. Salary to $50,000.

Industrial/Technology Education, Assistant or Associate Professor. The Department wishes to appoint a scholar with a doctoral degree and an established record of research and publication in the area of technology education to provide leadership in program development and research in the rapidly developing area of technology education. The position will assist the Faculty in redefining technology education and raising the profile of technology in education. Duties will include teaching courses at both the undergraduate and graduate levels, supervising graduate students and student teachers, and maintaining an active program of research and publication. Salary will depend upon rank, qualifications and experience.

DEPARTMENT OF SOCIAL AND EDUCATIONAL STUDIES: 1 position
(Dr. Jane Gaskell, Department Head)

Race Relations/Multicultural Policy in Education, Assistant Professor. Candidates must have a doctoral degree and a strong commitment to both teaching and scholarly research. The successful candidate will be involved in research and teaching in relation to areas such as race relations and multiculturalism in schools, anti-racist curriculum, first nations education, educational policy in relation to ethnic diversity and in comparative education. The position involves teaching at the graduate level and in the teacher education program. It also involves supervising graduate theses and carrying out a program of research. Salary to $50,000.

DEPARTMENT OF VISUAL AND PERFORMING ARTS IN EDUCATION: 1 position
(Dr. Ronald MacGregor, Department Head)

Music Education, Associate Professor or Professor. Applicants should have had a successful record as a teacher and researcher, and should be involved with contemporary issues in music education. Applicants should have attained national and international visibility in music education. Responsibilities include directing graduate study, particularly at the doctoral level; advising doctoral and magistral students; and teaching, mainly at the graduate level. Some administrative experience is desirable, to be applied to the organization and coordination of the music education program, including graduate studies and the professional teacher education program. Salary will depend on rank, qualifications and experience.

Appointments may be considered at a higher rank for a woman with exceptional qualifications.

ADDITIONAL POSITION: Departmentel home will depend upon the disciplinary background of the successful applicant. (Direct applications to Dr. Nancy M. Sheehan, Dean)

DIRECTOR, NATIVE INDIAN TEACHER EDUCATION PROGRAM. The Director will have leadership and administrative responsibilities for NITEP, a five year teacher preparation program. Responsibilities will include supervision of staff, budget development and supervision, program development, and scholarly activities. The Director will work with other faculty, the NITEP Advisory Committee, and the Director of the First Nations House of Learning. Candidates should have a doctoral or a magistral degree and considerable experience in schools and with teacher education programs. They should also have experience with First Nations communities, organizations and issues, as well as knowledge and understanding of First Nations cultures. Preference will be given to First Nations Candidates. Salary and academic rank are commensurate with qualifications and experience.

The closing date for all applications is December 31, 1992.

The University of British Columbia welcomes all qualified applicants especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Faculty of Education
The University of British Columbia
2125 Main Mall
Vancouver, B.C., V6T 1Z4

considerations. UBC encourages women and minority applicants. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada. Applicants should send curriculum vitae, representative reprints, and arrange for letters from at least three professional referees to be sent to Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C., V6T 1Z4, Canada. Closing date for applications is October 1, 1992.

McGILL UNIVERSITY. The Department of Psychology of McGill University is seeking to fill a tenure-track position at the Assistant Professor level in Clinical Psychology. Deadline for receipt of completed applications is December 1, 1992, although late applications may be considered. The anticipated starting date of the appointment is September 1, 1993. The program in clinical psychology is strongly committed to the scientist-practitioner model and a demonstrated excellence in scholarly and clinical activities is required. A statement of interests, curriculum vitae, selected reprints, three letters of recommendation and other relevant materials should be sent to: Blaine Ditto, Ph.D., Director of Clinical Training, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

THE UNIVERSITY OF WESTERN ONTARIO. The Department of Psychology. The University of Western Ontario, invites applications for a tenure track position at the Assistant Professor level in one of the following areas of Applied Psychology: Clinical, Educational, or Industrial/Organizational. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. In Clinical Psychology, applicants with research interests in child or adult psychopathology are preferred, but others will also be considered. In Educational Psychology, applicants with strengths in educational applications of cognitive psychology and/or educational assessment are preferred, but all applicants will be considered. In Industrial/Organizational Psychology, applicants with research interests in all subfields are invited to apply. The initial appointment will be for a three-year period. The scheduled starting date, subject to budgetary approval, is July 1, 1993. Letters of application, including a curriculum vitae, copies of recent publications, and three letters of recommendation, should be sent to Dr. Nicholas Kuiper, Acting Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology invites applications for a probationary (tenure stream) appointment of the Assistant Professor level in Developmental Psychology. Individuals with research interests in some aspect of the development of social relationships or social cognition are particularly encouraged to apply, but applications from all subfields of developmental psychology are invited. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. Starting date is July 1, 1993. A letter of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. N. Kuiper, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada, N6A 5C2. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO. The Department of Psychology of the University of Western Ontario invites applications for a probationary (tenure-track) position in the area of Cognitive Psychology. This position will be at the Assistent Professor level and is subject to budgetary approval. Individuals with research interests in any area of Cognitive Psychology are invited to apply. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. Starting date is July 1, 1993. Applicants should submit a copy of their vitae, copies of recent publications and arrange to have three letters of recommendation sent to Dr. Nicholas Kuiper, Acting Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO. The Department of Psychology, University of Western Ontario, invites applications for a senior-level, tenured position in behavioural ecology/biopsychology, with research and teaching interests in the area of avian behaviour preferred. Applicants should have a strong record of internationally recognized research and publication in the area of behavioural ecology/biopsychology, along with demonstrated ability in teaching. Starting date is July 1, 1993. Applicants should send a letter of application and a curriculum vitae by January 15, 1993 and have three letters of reference sent to: Dr. Nicholas Kuiper, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

SOCIAL SCIENCE

YORK UNIVERSITY. Applications are invited for a full-time tenure stream appointment in Development and Refugee Studies, effective July 1, 1993, in the Department of Social Science, Atkinson College, York University, and as a Research Fellow in the Centre for Refugee Studies. (The appointment is subject to budgetary approval by the University.) The candidate should have special expertise in both development studies and various aspects of the refugee problem, and have a record of recognized publications in the field as well as some field experience. Atkinson College is a Faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time basis, primarily through evening courses and both evening and daytime courses in the summer. The successful candidate will be expected to share in the unique educational mission of the college, and experience in teaching adult students would be an asset. The Centre for Refugee Studies is one of the largest research centres of its kind in the world dedicated to research, scholarship and education in the refugee field and has been selected as a Centre of Excellence by the Canadian International Development Agency. The candidate will be located in the Centre and will be expected to play a leading role in overseas research related to development, repatriation and refugee settlement. Applicants should list their qualifications in the areas above, the relevant experience and their record of scholarly and professional accomplishment. The successful candidate will be expected actively to participate in the university's Faculty of Graduate Studies. Applicants should mail or fax a curriculum vitae, and arrange for three confidential letters of recommendation to be sent to: Professor Barbara Henson, Chair (Search Committee), Department of Sociology, Atkinson College, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Telephone (416) 736-5225 Fax (416) 736-5103 Application deadline: December 31, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY, Toronto, Canada. Faculty of Arts. Applications are invited for a tenure-track position in the assistant professor level, beginning July 1, 1993, subject to budgetary approval. The successful candidate will be cross-appointed between the Interdisciplinary Programme in Law and Society in the Division of Social Science and the Department of Philosophy. Candidates should have a PhD and a strong scholarly record in any area of ethics, practical ethics, medical ethics, and possession of specialization linking philosophy, law and society. Graduate and undergraduate teaching may be required of the appointee. Applications with CV and names of three referees should be sent to: Prof. J.N Hattiangadi, Chair, Department of Philosophy, Faculty of Arts., York University, North York (Toronto), Ontario M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Deadline for applications is October 31, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY - Department of Applied Social Science, invites applications for a tenure stream appointment at the rank of Assistant Professor to begin August 1, 1993. Applied Social Science is a multidisciplinary Department which offers courses in interpersonal and group dynamics, group leadership, social intervention, individual change through adolescence and adulthood, counselling, organizational and community development. Faculty members of the Department represent professions of adult education, applied behavioral science, communications, psychology, counselling, and social work. Department faculty are also members of the Centre for Human Relations and Community Studies which offers consultation and training services for organizations and community groups outside the University. Candidates for this position must have a doctoral degree in one of the applied social sciences; training experiences in human relations laboratories (T-groups); practical experience in a domain of social intervention (personal and systems change in groups, organizations or communities); a demonstrated competence in applied research and publication; and, competence in an experience-based, applied approach to teaching and learning. Candidates should have the ability to communicate in French. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Application deadline: Send curriculum vitae and three letters of reference by December 31, 1992 to: Dr. Richad Cawley, Chair, Department of Applied Social Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

SOCIAL WORK

UNIVERSITY OF WINDSOR - School of Social Work. Applications are invited for two tenure-track positions, at the rank of Assistant Professor, effective July 1, 1993. Appointments are subject to final budgetary approval. The School offers B.S.W and M.S.W programs. One position requires teaching expertise in the direct practice area of the Child and Family Specialization in the M.S.W. program. It also requires a commitment to practica-related research. The other position offers an opportunity to teach in the M.S.W. program and a mix of core courses and electives in the B.S.W program. Applicants for both positions should show evidence of a capacity for research and scholarship. A Ph.D. or D.S.W is required; a D.S.W. is preferred. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Consideration of applications will begin on November 15, 1992 and continue until the positions are filled. Applicants should forward a curriculum vitae and the names of three referees to: Dr. J. Ormond Stanton, Director, School of Social Work, University of Windsor, Windsor, Ontario, N9B 3P4, Telephone (519) 253-4232 Ext 3067; FAX: (519) 973-7053.

UNIVERSITY OF TORONTO - Faculty of Social Work. Applications are invited for tenure stream appointments at the assistant and associate or full professor levels, starting date to be negotiated. Successful applicants will teach in the masters and the doctoral programs. Candidates should have a completed doctorate in Social Work or a field compatible with Social Work. Senior candidates should have a national or international reputation in applied research and publication while junior candidates should have demonstrated potential to move quickly to achieving this status. These positions offer an opportunity to play a major role in a development phase in which the Faculty seeks to contribute to knowledge building for practice. Recruitment in the substantive areas of multicultural and native issues, and, child and family welfare will be top priority although other theme areas of emphasis include health, gerontology and housing. Applicants are invited to send a curriculum vitae and the names and addresses of three referees to Dr. Heather Munroe-Blum, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario, M5S 1A1. Interested individuals are encouraged to apply immediately. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. A Visiting Professor position will be available in the Faculty for the Fall of 1992 and for the Spring of 1993 in the same areas of competence and interest described above. Applicants should apply immediately to the above address. (Immigration Requirements do not apply).

SOCIOLOGY

UNIVERSITÉ DE MONTREAL. Le Département de sociologie de la Faculté des arts et des sciences est à la recherche d'une professeure ou d'un professeur désirant travailler à plein temps, spécialisé en sociologie des relations ethniques et du racisme. Fonctions: contribution au développement de l'enseignement et de la recherche dans le cadre du Département de sociologie et du Centre d'études ethniques de l'Université de Montréal; enseignement au premier cycle et aux études supérieures, recherche et encadrement des étudiants. Exigences: Ph.D. en sociologie ou dans une discipline connexe. Traitement: selon la convention collective. Date d'entrée en fonction: 1er janvier 1993. Les personnes intéressées doivent faire parvenir leur curriculum vitae, une copie de leurs diplômes, trois lettres de recommandation et un échantillon de leurs travaux, avant le 7 le 1er octobre 1992 à M. Marcel Fournier, directeur, Département de sociologie, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. (0098)

SPEECH PATHOLOGY & AUDIOLOGY

UNIVERSITY OF ALBERTA: Faculty of Rehabilitation Medicine, Department of Speech Pathology and Audiology. Applications are invited for the position of Chair of the Department of Speech Pathology and Audiology at the University of Alberta. The Department is located within the Faculty of Rehabilitation Medicine and offers an entry level Master's Degree in Speech Language Pathology as well as a research MSc degree in Speech Language Pathology. A proposal for an inter-disciplinary PhD degree in Rehab Science is currently under consideration. The Faculty has recently moved into renovated space designed to accommodate the educational and research needs of the Department of Speech Pathology and Audiology. Specific responsibilities include leadership in graduate program development and development of an active research program. Qualified candidates should be speech language pathologists or audiologists who have a background in administration and teaching as well as a demonstrated commitment to research. A doctoral degree is required. Salary will be commensurate with qualifications. Associate Professor range $48,083 to $70,331 p.a., Professor range from $60,083 p.a. The position is available January 1, 1993. The deadline for receipt of applications is October 31, 1992. Send vitae and names of three references to: Martha C. Piper, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada T6G 2G4. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

STATISTICS

ÉCOLE POLYTECHNIQUE DE MONTRÉAL: Statistiques Industrielles. Le Département de mathématiques

NATIONAL UNIVERSITY OF SINGAPORE

FACULTY OF BUSINESS ADMINISTRATION

LECTURERS/SENIOR LECTURERS/ASSOCIATE PROFESSORS

Applications are invited from candidates who are able to teach in one or more of the following areas at the BBA and MBA levels:

BUSINESS POLICY
Business Policy and Strategy
International Business
International Economics and Trade
Strategic Management
Management of Technology

DECISION SCIENCES
Management Information Systems

FINANCE AND BANKING
Corporate Finance
Financial Markets and Institutions
International Finance and Banking
Risk Management and Insurance
Accounting

ORGANIZATIONAL BEHAVIOUR
Personnel Management/Human Resource Management
Comparative Management/ Cross-cultural Studies
Organizational Behaviour
Mass Communication

MARKETING
Strategic Marketing
Business Marketing
International Marketing
Marketing Research
Consumer Behaviour

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

Besides appointments on normal 3-year contracts, visiting appointments for one to two years may also be considered.

Gross annual emoluments range as follows:

Lecturer	S$50,390 - 64,200
Senior Lecturer	S$58,680 - 100,310
Associate Professor	S$88,650 - 122,870

(C$1.00 = S$1.32 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S$1,000 or S$2,000, subsidized housing at nominal rentals ranging from S$100 to S$216 p.m., education allowance for up to three children subject to a maximum of S$16,425 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

Within the Faculty of Business Administration is the **Centre for Business Research and Development** which fosters private sector-university-government interaction in activities relating to business research and development and the **Centre for Management of Technology** which focuses on research and training on technology management.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 650 MFLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail. A campus-wide network, which is based on the high speed optical fibre based FDDI technology, links up all the academic staff and student microcomputers, UNIX workstations and provides access to the mainframe computer, the supercomputer, UNIX hosts, the on-line library catalogue, Internet and BITNET.

Application forms and further information on terms and conditions of service may be obtained from:

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 0511

Enquiries may also be sent through BITNET to: PERLIMMJ @ NUS3090, or through Telefax: (65) 7783948.

UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

Dean of the College of Medicine

Applications and nominations are invited for the position of Dean of Medicine. The appointment, which will be effective July 1, 1993 will be for a renewable five year term.

The College of Medicine serves the Province of Saskatchewan in teaching and training undergraduate medical students, and, postgraduate clinical trainees in several specialty and sub-specialty areas. The Basic Health Sciences Departments are organized within the College of Medicine and they offer undergraduate and graduate programs through the College of Arts and Science and the College of Graduate Studies. The School of Physical Therapy is organized within the College of Medicine and it presently offers an undergraduate degree program. There are active research programs in all units and departments of the College. The Dean has administrative responsibility for clinical practice activity associated with the academic programs. There are several major teaching hospitals and other health care organizations involved in delivering the teaching and training programs. The College has a large cohort of part-time (voluntary) faculty. Programs are based primarily in Saskatoon and three are final year undergraduate students and some residency training in Regina.

Enrollment in the College in 1991-92 was 240 undergraduate medical students and 211 clinical postgraduate trainees. The Physical Therapy program has an enrollment of 90 students. There are approximately 400 students enrolled in undergraduate Basic Health Science Programs and approximately 60 in Basic Health Science graduate programs.

Applicants should have an established reputation as an academic scholar and teacher and the necessary administrative experience and skills to provide dynamic leadership for the continuing development of the academic, research, and service programs within the college. The Dean will hold an appointment as a full professor. He or she will also be involved in the University's general academic leadership. Salary will be commensurate with qualifications and experience.

Nominations and applications with complete resumes will be accepted until **October 31, 1992** and should be submitted to:

Dr. Patrick J. Browne, Vice-President (Academic)
Room E216, Administration Building,
University of Saskatchewan
Saskatoon, Saskatchewan S7N 0W0

The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. This position has been cleared for advertising at the two tier level by Canada Immigration.

appliquées sollicite des candidatures pour un poste de professeur(e). Fonctions: Mener des activités de recherche et diriger des étudiants aux études supérieures dans le domaine des statistiques industrielles pour l'amélioration de la qualité; Développer un partenariat avec le milieu industriel; Enseigner des mathématiques appliquées à des étudiants en ingénierie. Exigences. Détenir un Ph.D. ou l'équivalent dans le domaine des statistiques industrielles: gestion de la qualité, contrôle statistique des procédés, planification d'expériences industrielles, habilité et essais accélérés, déploiement de la fonction qualité; Avoir des réalisations et publications dans le domaine des méthodes statistiques pour l'amélioration de la qualité ainsi que des contacts avec le milieu industriel. Démontrer d'excellentes qualités de pédagogue; Maîtriser le français parlé et écrit. Traitement et avantages sociaux: Conformément aux normes en vigueur à l'École Polytechnique. Date d'entrée en fonction: Janvier ou juin 1993. Les dossiers de candidature avec curriculum vitae, attestation des diplômes et lettres de référence doivent parvenir avant le 1er novembre 1992 à: Monsieur Marc Moore, Directeur, Département de Mathématiques Appliquées, École Polytechnique de Montréal, C.P. 6079, succursale "A", Montréal (Québec) H3C 3A7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette offre s'adresse d'abord aux citoyens canadiens et aux résidents permanents. L'École Polytechnique adhère au programme d'équité en emploi.

SURGERY

THE UNIVERSITY OF BRITISH COLUMBIA, Faculty of Medicine, Department of Surgery. A fulltime Faculty position within the Division of Urology will become available within the Department of Surgery. Applicants should have obtained their Fellowship in the Royal College of Physicians and Surgeons of Canada in Urology, and be eligible for registration by the College of Physicians and Surgeons of British Columbia. The applicant must have demonstrated an ability for research and clinical care of patients, as well as experience in teaching. The candidate must have extra training in urological oncology. Salary will be commensurate with qualifications and experience. This is a tenure track position. This appointment is subject to final budgetary approval. Anticipated start date is January 1, 1993. The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by October 31, 1992 to: Dr. Richard J. Finley, Professor & Head, Department of Surgery, 910 West 10th Avenue, Vancouver, B.C., Canada V5Z 4E3.

THEATRE

UNIVERSITY OF VICTORIA, Faculty of Fine Arts, Department of Theatre. The following position is available. Position: Assistant Professor (Tenure Track). Qualifications: PhD in Theatre History Duties: To teach in at least two of the following areas of theatre history: Canadian, modern European, women's theatre, nineteenth century, first and second-year survey courses. Salary: Commensurate with ability and experience. Application Deadline: 31 October 1992. Apply to: Dr. Michael R. Booth, Chair, Department of Theatre, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Please send letter of application, C.V. and three references. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria is committed to an employment equity program. Women are especially encouraged to apply.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Department of Theatre Directing/Acting/Theatre History/Criticism. Sir Wilfred Grenfell College, Memorial University of Newfoundland, invites applications for a one-year sabbatical replacement position beginning January 1, 1993 in the Department of Theatre in the School of Fine Arts. The successful candidate will teach an introductory course in theatre history, a course in acting in one of the four years of the B.F.A. program, and a fourth-year course in either theatre history, criticism or directing. In addition, the candidate will be required to direct at least one major production in the department's fully flexible, courtyard-style theatre. The College is located in Corner Brook, a city of 30,000, on the west coast of Newfoundland. An M.F.A. or equivalent is required. Candidates should have experience in the professional theatre as well as experience teaching at the post-secondary level. A letter of application, including a detailed curriculum vitae and the names of three referees, should be sent to: Professor Ken Livingstone, Head, Department of Theatre, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

WOMEN'S STUDIES

THE UNIVERSITY OF CALGARY, Assistant Professor in Women's Studies. The University of Calgary Faculty of General Studies invites applications for an Assistant Professor (tenure-track) in Women's Studies effective July 1, 1993. Research and teaching interests in one (or more) of economics, natural sciences, or pedagogy, in relation to women and women's issues are preferred. PhD is required and a record of successful teaching and publication is desirable. The Faculty of General Studies offers interdisciplinary programs in a number of fields including both major and minor programs in Women's Studies. The successful candidate may be expected to contribute to core courses and programs other than Women's Studies from an interdisciplinary perspective. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applications, with an up-to-date curriculum vitae and the names and addresses of three referees should be sent by September 30, 1992 to: Dr. M. McMordie, Dean, Faculty of General Studies, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

THE UNIVERSITY OF BRITISH COLUMBIA offers Sabbatical Scholarships as an integral part of its Centre for Research in Women's Studies and Gender Relations. Scholars working in these areas and planning a sabbatical are encouraged to apply to spend their leave in affiliation with the Centre. The goal of the Centre is to stimulate feminist research and to facilitate interchange of ideas and collaboration amongst scholars, at U.B.C. and elsewhere. During their appointment Scholars are expected to contribute to scholarly activities of the Centre by participating regularly in interdisciplinary seminars/discussion groups. Scholars normally will also give a public lecture in the "Lecture Series" during their term. Successful applicants will receive a Scholarship for the difference between their sabbatical salary and their regular salary to a maximum of $20,000 for a year or $10,000 for six months) as well as a research grant (up to $10,000/$5,000). Applications must include: curriculum vitae; a detailed statement of research plans for the sabbatical, copies of recent publications; the period for which they are applying (ie. 6 months/12 months and the beginning date); the expected sabbatical and regular salary. The applicant must also arrange to have three referees forward their assessments to: Sabbatical Scholarships, Centre for Research in Women's Studies and Gender Relations, 314-2206 East Mall, University of B.C., Vancouver, Canada V6T 1Z3. The closing date for receipt of applications is October 16th, 1992. UBC encourages qualified women and minority applicants.

UNIVERSITY OF ALBERTA, The Women's Studies Program, University of Alberta, invites applications for a two-thirds tenure-stream appointment at the Assistant Professor level in Women's Studies. Candidates must be prepared to teach courses from an interdisciplinary perspective. They will be expected to develop courses in their area(s) of specialization, but they should also be prepared to teach or to contribute to general courses in Women's Studies. The Program would be particularly interested in candidates from the Social Sciences with a specialization in the following areas: Women and Economics; Women's Work; Women's Health; Women and Science; Immigrant Women; Women and the Third World; Aboriginal Women; Social Policy and Planning. A Ph.D. is required; publications and teaching experience are desirable. The appointment will commence on 1 July 1993, conditional on funds being made available. The 1992-93 salary floor for a two-thirds position is $26,423. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. A letter of application, a curriculum vitae, and university transcripts are required. In addition, three referees should be asked to send confidential letters of appraisal to the Chair, Women's Studies Program, 131 Trailer Complex #1, University of Alberta, Edmonton, Alberta, T6G 2E1. Closing date 30 October 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

ZOOLOGY

UNIVERSITY OF TORONTO, Ecologiste. The Department of Zoology, University of Toronto has two full-time tenure track positions at the Assistant Professor level, commencing July 1, 1993, subject to budgetary approval. In one position, preference will be given to candidates with experience in community or ecosystem ecology; the second position is open to candidates in all areas of ecology. Successful candidates will be expected to contribute to the teaching of an intermediate ecology course, plus an advanced course in their area of special interest. They will also be expected to develop a research program, teach and advise graduate students, and attract external funding. Applications consisting of a curriculum vitae, reprints and description of future research programs, plus the names of three referees should be sent to: Dr. S.S. Desser, Chair, Department of Zoology, University of Toronto, Ontario, Canada M5S 1A1. Deadline for receipt of applications is January 15, 1993. This advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both men and women to apply for positions.

ACCOMMODATION

TORONTO - U OF T OR YORK: For Rent Furnished. Large, three story home, 3 bedrooms, 2 studies, 2 bath, south facing garden-kitchen; Very quiet area, All appliances, parking for one car; Summerhill and Yonge; 2 mins subway, ravine, parks, shopping; Available Jan 1st '93. May 1st '93: $1,500 per month plus utilities and phone; Non-smokers please; Shelagh Wilkinson: (416) 925-1830 residence.

WINDSOR, ONTARIO: For Rent - Just renovated downtown Victorian 2 bedroom apartment with large ikea kitchen, french doors, dinette, laundry, deck; Available Imm; Contact Prof. Martin Smith (U. of Windsor 519-253-4232 ext. 2820) or leave message at 519-971-7633.

WINDSOR, ONTARIO: Bed and Breakfast near U of W, Antique Furnishings; $45.00 - 50.00 plus 8% PST no GST, (519) 256-3937.

SUNNYBROOK HEALTH SCIENCE CENTRE

DEPARTMENT HEAD EMERGENCY MEDICAL SERVICES

Sunnybrook Health Science Centre is searching for a Head of the Department of Emergency Services. Sunnybrook is a 1200-bed fully affiliated teaching hospital of the University of Toronto. The Emergency Department assesses 38,000 patients per year, with an admission rate of 18%, and is a key participant in the Sunnybrook Regional Trauma Program. The hospital serves as a base hospital for the Municipality of Metropolitan Toronto Land Ambulance Paramedic Program and for the Ontario Air Ambulance Program. This role involves both delegation of medical acts and the training of paramedical personnel. The Department is staffed by full-time emergency physicians, FRCP(C) (Emergency) or CCFP(EM) trained. There is an excellent mix of community and tertiary care medicine.

Applicants with previous experience in a leadership position in Emergency Medicine, with Royal College Fellowship in Emergency Medicine and a record of academic achievement are invited to apply prior to September 30, 1992 to:

SUNNYBROOK HEALTH SCIENCE CENTRE

Dr. D.J. Livingstone
Vice-President, Medical Affairs
Sunnybrook Health Science Centre
2075 Bayview Avenue
North York, Ontario
M4N 3M5

THE ROCKEFELLER FOUNDATION

African Dissertation Internship Awards

Doctoral students from sub-Saharan Africa are invited to apply to The Rockefeller Foundation for dissertation research support. The program enables Ph.D. students enrolled in U.S. and Canadian universities to return to Africa for extensive field research in areas relevant to economic development or poverty alleviation. Priority is given to research topics in the fields of agriculture, health, life sciences, and education; but other proposals are welcome.

Applicants are responsible for arranging affiliation with an African institution able to provide needed research support, such as laboratory facilities, access to study sites, and technical advice. The candidate's faculty advisor, the host institution in Africa, and the agency with primary responsibility for financing the student's graduate work must all send letters of endorsement.

Deadlines for applications are October 1, 1992 and March 1, 1993. Candidates should apply well in advance of the expected field work starting date.

For a full description of the competition and the application requirements, write to:

African Dissertation Internship Awards,
The Rockefeller Foundation
1133 Avenue of the Americas,
New York, NY 10036.

Memorial
University of Newfoundland

ASSISTANT PROFESSOR CARDIOVASCULAR/RENAL PHYSIOLOGY (Tenure Track)

One or two full-time, tenure track positions at the level of Assistant Professor are available in the Division of Basic Medical Sciences, Faculty of Medicine, Memorial University of Newfoundland, to join a developing group engaged in research on the cardiovascular and renal systems. Research interests within the group include: renal and vascular mechanisms of hypertension; innervation of the vasculature; body fluid homeostasis; vasoactive peptides; cardiac diseases and renal failure. The successful applicant will be expected to establish an independent, externally funded research project in the cardiovascular and/or renal systems. Opportunities exist for collaboration with both basic science and clinical faculty. Applicants should have a strong background in physiology and/or pharmacology of the cardiovascular or renal systems, including a minimum of two years postdoctoral experience, and will be expected to contribute to teaching of body systems physiology to medical and graduate students. This is a tenure track position; however, the successful candidate should be eligible to apply for external salary support.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

Please quote reference #CR-1 in all correspondence. Applications with a detailed curriculum vitae, the names and addresses of three references, and a brief statement of research interests should be submitted by October 1, 1992 to the office of:

Associate Dean, Division of Basic Medical Sciences
Faculty of Medicine
Memorial University of Newfoundland
St. John's, Newfoundland, Canada
A1B 3V6

The University of Manitoba
Continuing Education Division

ASSISTANT TO THE DIRECTOR OF LANGUAGE PROGRAMS

Qualifications: Master's degree in English or French, or ESL/FSL. Must be fluent in both French and English. Experience in teaching ESL or FSL required. Experience teaching in an intensive residential program would be an asset.

The successful applicant will be appointed at the Instructor I level. He/she will advise teachers and animators on lesson plans, test preparation, and marking; counsel students on academic matters as well as problems they may encounter in residence; converse in French with parents of Quebec students; and work closely with and be particularly sensitive to the cultural differences of chaperons who will accompany Japanese students. Thorough familiarity with WordPerfect 5.1 and Lotus 123 is preferred. Some teaching may be required.

This is a one-year term position commencing October 1, 1992, or as soon as possible thereafter. Starting salary commensurate with qualifications and experience. Salary range: $30,000 - $35,000 per annum.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please send a curriculum vitae and arrange for three letters of reference to be sent to **Michel Pierre Jenisse, Ph.D., Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba R3T 2N2.**

Memorial
University of Newfoundland

HEAD, DEPARTMENT OF ECONOMICS

Memorial University of Newfoundland invites applications and nominations for the position of Head, Department of Economics, Faculty of Arts. The appointment, to be effective January 1, 1993, or the earliest possible date thereafter, is initially for a term of three years and is renewable.

The Department, currently with 15 faculty members, offers undergraduate programs to approximately 250 undergraduate Majors and Honours students. A renewed Masters programme is in process of consideration, and the new Head would be expected to play a leading role in this development.

Memorial University is the largest university in Atlantic Canada, and the only university in the province. It has approximately 17,500 full and part-time students, supported by a faculty of over 900, and a non-academic staff of some 2,000 individuals. The main campus is located in St. John's, the provincial capital, which is the core of a metropolitan area with a population of over 150,000.

Applicants should have a strong academic record preferably with administrative experience. The appointee should have a commitment to teaching and research and should be interested in building a strong and active department.

Applications and nominations will be treated in confidence. The resume, along with the names of three referees, should be submitted by 15 November 1992 to:

Dr. Michael Staveley
Dean of Arts
Memorial University of Newfoundland
St. John's, Newfoundland, Canada
A1C 5S7
Fax: (709) 737-2135

In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

The University of Manitoba

DEAN FACULTY OF MEDICINE

The University of Manitoba invites applications and nominations for the position of Dean, Faculty of Medicine. The Dean is the senior academic and administrative officer of a large Faculty which has major teaching, research, and service responsibilities. The Dean is expected to provide leadership in the medical sciences within the University and externally with respect to government and professional organizations.

The Faculty of Medicine consists of: 20 departments and 5 support units; 123 basic science and 281 clinical full-time academic staff; 110 postdoctoral fellows and research associates; 475 support staff; 342 undergraduate students, 165 graduate students; and 390 interns and residents. The School of Medical Rehabilitation reports through the Faculty of Medicine.

Applicants and nominees should have a significant record of scholarship and administrative leadership in the medical sciences and a clear understanding of major health policy issues and health care delivery in Manitoba and Canada. The Dean will be expected to play an important advisory role regarding the interface of health care delivery and medical education and research.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The effective date of appointment is July 1, 1993 and is normally for a term of five years. Applications (including curriculum vitae and the names of three referees) and nominations will be received until October 15, 1992 and should be sent to: **Dr. James S. Gardner, Vice-President (Academic) and Provost, Chair, Presidential Advisory Committee for the Appointment of The Dean of Medicine, Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.**

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INSTRUCTOR
Seventeenth Century English

Duties - Competition #92-095

The successful candidate will teach 3 sections of English, including Milton and the Seventeenth century.

Qualifications

Ph. D. in Seventeenth century literature, preferably Milton. Preferred second area in history or structure of English; or American literature. Commitment to both teaching and scholarship is essential.

Starting Date is July 1, 1993

INSTRUCTOR
History and Structure of English

Duties - Competition #92-096

Depending upon funding approval, the successful candidate will teach 3 sections of English, including courses in the history or structure of English.

Qualifications

Ph. D. in history or structure of English Language. Commitment to both teaching and scholarship is essential. Second specialty in sixteenth century or American preferred.

Starting Date is July 1, 1993

Closing Date for Applications: December 1, 1992

THE UNIVERSITY COLLEGE OF THE CARIBOO

Please quote appropriate Competition numbers on all resumes and correspondence.
Forward resume with 3 references, formal verification of education level to:
Chair, Search Committee
Human Resources Division, UCC,
Box 3010, Kamloops, B.C. V2C 5N3

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CAUT BULLETIN

CLASSIFIED & DISPLAY ADVERTISING
1992/93 CLOSING DATES
ANNONCES CLASSÉES - GRANDES ANNONCES
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ISSUE NUMÉRO	CLASSIFIED ANNONCES CLASSÉES	DISPLAY GRANDES ANNONCES
(1992)	12 p.m./12 h	12 p.m./12 h
NOVEMBER NOVEMBRE	OCTOBER 8 8 OCTOBRE	OCTOBER 16 16 OCTOBRE
DÉCEMBER DÉCEMBRE	NOVEMBER 9 9 NOVEMBRE	NOVEMBER 16 16 NOVEMBRE
(1993)	12 p.m./12 h	12 p.m./12 h
JANUARY JANVIER	DECEMBER 4 4 DÉCEMBRE	DECEMBER 10 10 DÉCEMBRE
FEBRUARY FÉVRIER	JANUARY 6 6 JANVIER	JANUARY 15 15 JANVIER
MARCH MARS	FEBRUARY 6 8 FÉVRIER	FEBRUARY 15 15 FÉVRIER
APRIL AVRIL	MARCH 8 8 MARS	MARCH 15 15 MARS
MAY MAI	APRIL 8 8 AVRIL	APRIL 15 15 AVRIL
JUNE JUIN	MAY 7 7 MAI	MAY 14 14 MAI

No cancellations or changes after closing dates
Aucune annulation ou changement après la date limite
Advertising Coordinator/Publicité: Stella Cosentino
fax: (613) 232-0494

UNIVERSITY OF WINDSOR

DEAN OF SCIENCE

The University of Windsor invites applications and nominations for the position of Dean of The Faculty of Science, effective July 1, 1993. The incumbent, having served for the maximum allowable period of two five-year terms, cannot stand for a further term.

The Faculty of Science comprises five departments (Biological Sciences, Chemistry and Biochemistry, Geology, Mathematics and Statistics, and Physics) and two schools (Computer Science and Nursing). With 110 faculty members, 1200 undergraduate and 100 graduate students and numerous research assistants and postdoctoral fellows, the Faculty offers a vibrant climate for instruction and scholarship.

Reporting to the Vice-President Academic, the Dean is expected to provide the Faculty with dynamic leadership in teaching and research. The successful candidate will have a demonstrated record of achievement in teaching, research and administration. The Dean must be committed to academic excellence as well as educational and employment equity.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Applications and nominations should include a complete curriculum vitae and the names of three referees, to be received not later than October 31, 1992, directed in confidence to:

Dr. W.E. Jones
Vice-President (Academic)
Chair, Dean of Science Search Committee
University of Windsor
401 Sunset Ave.
Windsor, Ontario, N9B 3P4

Shastri Indo-Canadian Institute
RESIDENT DIRECTOR

The Shastri Indo-Canadian Institute invites applications for the position of Resident Director, India Office, from Canadian academics who will be on sabbatical leave in 1993-1994.

The Institute is a consortium of twenty-one Canadian universities which offers a variety of exchange and other programmes in India Studies and Canadian Studies and is about to launch a major new four-year programme featuring binational collaborative research in such areas as the Environment, the Economy, and the role of Women in Development.

The Resident Director should be a senior academic with substantial administrative experience, the ability to stimulate and manage new initiatives bridging disciplines and countries, and the capacity to deal effectively with civil servants and diplomats as well as academics. The remuneration includes a furnished house in central New Delhi, an official car, and a living, travel and research allowance. Since part of the remuneration is in the form of a fellowship, the candidate should have a research proposal related to India or Development Studies. Deadline for complete applications is 15 October 1992. Research application forms may be obtained from: **Executive Director, Shastri Indo-Canadian Institute, 2500 University Drive, N.W., Calgary, Alberta T2N 1N4.**

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University of Alberta Alumni Association
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October 2 - 4, 1992

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Pour obtenir plus d'information sur VOTRE PROGRAMME FINANCIER SUR MESURE, écrivez à:
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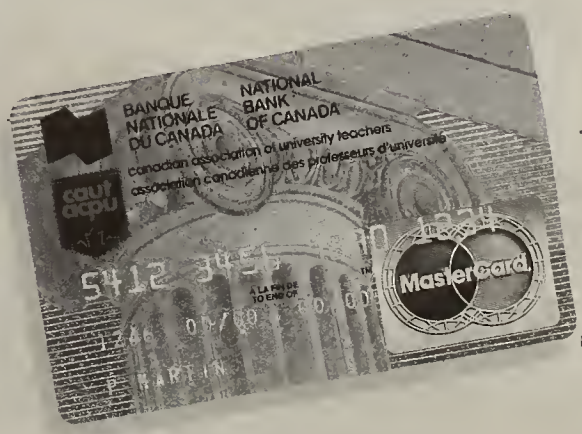
Gestion des programmes et financement des particuliers
a/s Chef de produits sénior
600, rue de La Gauchetière Ouest
Transit 4316-1
Montréal (Québec)
H3B 4L2



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Transit 4316-1
Montréal (Quebec)
H3B 4L2

FINLAY TRAVEL

SEPTEMBER, 1992 - Seems like yesterday we were bidding you farewell for the Summer. Our 42nd year as an Agency, and again the 1950's seem like yesterday when we were booking Transatlantic passengers on Trans-Canada Airlines and BOAC as they were known then. All at the tourist class rate of $551.00 Toronto/London return. Today, we booked passengers at $480.00 return!! Trivia perhaps, but interesting.
Atlantic stays busy, maybe our weather here in the East is helping. Pacific very popular and Circle Pacific/Orient plus Australia and New Zealand a constant favourite - A GREAT BUY - PLAN TO GO SOON.
Just to remind you that the fares you see below will probably change by the time this gets to press. Call or fax in your particular destination and preferred routing We will get back to you with a "RAPID QUOTE".
We look forward to being of service in the coming academic year.
Welcome back to our returned globetrotters and best wishes to all.

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THIS OFFER IS ONLY VALID FOR DEPARTURES FROM CANADA BETWEEN OCTOBER 15 and DECEMBER 05, 1992

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	Vancouver	$959.00

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	Winnipeg	From: $ 829.00
	Calgary/Edmonton	From: $ 949.00
	Vancouver	From: $ 989.00
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	Toronto	From: $ 899.00
	Winnipeg	From: $1049.00
	Calgary/Edmonton	From: $1149.00
	Vancouver	From: $1199.00
FRANKFURT	Montreal	From: $ 959.00
	Toronto	From: $ 989.00
	Winnipeg	From: $1139.00
	Calgary/Edmonton	From: $1239.00
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STOCKHOLM	Montreal	From: $1099.00
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	Vancouver	From: $1429.00
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- Not included: Canadian Transportation Tax CA$40.00 and local Taxes where applicable.

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1992 Fall Sample Fares

BELOW ARE SOME SAMPLE FARES TO EUROPE FOR THE FALL 1992. FARES ARE IN A CONSTANT STATE OF CHANGE AND YOU ARE ADVISED TO CALL OR FAX AN ACCURATE FARE QUOTE FOR YOUR SPECIFIC ITINERARY.

TO	FROM	
LONDON	Halifax/St. John's	From: $522.00
	Montreal	From: $511.00
	Toronto	From: $487.00
	Winnipeg	From: $618.00
	Calgary/Edmonton/Vancouver	From: $725.00
PARIS	Halifax/Ottawa	From: $598.00
	Montreal	From: $520.00
	Toronto	From: $540.00
	Winnipeg	From: $726.00
	Calgary/Edmonton/Vancouver	From: $793.00
FRANKFURT	Halifax/Montreal/Ottawa/Toronto	From: $580.00
	Winnipeg	From: $775.00
	Calgary/Edmonton/Vancouver	From: $803.00
AMSTERDAM	Halifax/Montreal/Ottawa/Toronto	From: $580.00
	Winnipeg	From: $774.00
	Calgary/Edmonton/Vancouver	From: $803.00
ZURICH/ GENEVA	Halifax/Montreal/Ottawa/Toronto	From: $628.00
	Winnipeg	From: $783.00
	Calgary/Edmonton	From: $883.00
	Vancouver	From: $929.00

ASK FOR LOW FARES FROM/TO OTHER CANADIAN AND EUROPEAN CITIES.
- BOOKING CONDITIONS & RESTRICTIONS APPLY - ADD-ONS AVAILABLE FROM ALL OTHER CANADIAN CITIES
- AIR FARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
- Not included: Canadian Transportation Tax CA$40.00 and local Taxes where applicable

E. & O.E. 08/92

South Pacific

TO		SYDNEY-MELBOURNE or BRISBANE	CAIRNS or AUCKLAND
FROM	Vancouver	From: $1334.00	From: $1160.00
	Calgary/Edmonton	From: $1499.00	From: $1306.00
	Regina/Saskatoon	From: $1587.00	From: $1412.00
	Winnipeg	From: $1616.00	From: $1441.00
	Toronto/Ottawa/Montreal	From: $1529.00	From: $1354.00
	Halifax/Moncton/Fredericton	From: $1742.00	From: $1567.00
	St. John's	From: $1898.00	From: $1723.00

TO		SYDNEY-MELBOURNE-BRISBANE-PERTH OR AUCKLAND (via Hong Kong)
FROM	Vancouver	From: $1561.00
	Calgary/Edmonton	From: $1721.00
	Regina/Saskatoon	From: $1791.00
	Winnipeg	From: $1851.00
	Toronto	From: $1891.00
	Ottawa/Montreal	From: $1989.00
	Halifax	From: $2191.00

- BASED ON LOW SEASON AIRFARES - BOOKING CONDITIONS & RESTRICTIONS APPLY
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- Not included: Canadian Transportation Tax CA$40.00 and local Taxes E. & O.E. 08/92

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	Calgary/Edmonton	From: $1399.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: $1431.00
	Montreal/Ottawa	From: $1462.00
	Halifax/Fredericton/Moncton/St. John's	From: $1611.00
HONG KONG	Vancouver	From: $1167.00
	Calgary/Edmonton	From: $1351.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: $1373.00
	Montreal/Ottawa	From: $1398.00
	Halifax/Fredericton/Moncton/St. John's	From: $1518.00
SINGAPORE/ PENANG/ KUALA LUMPUR	Vancouver	From: $1327.00
	Calgary/Edmonton	From: $1499.00
	Regina/Saskatoon/Winnipeg/Toronto	From: $1621.00
	Montreal/Ottawa	From: $1654.00
	Halifax/Fredericton/Moncton/St. John's	From: $1681.00
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	Calgary/Edmonton	From: $1599.00
	Halifax/Fredericton/Moncton/St. John's	From: $1786.00
SEOUL	Vancouver	From: $1117.00
	Calgary/Edmonton	From: $1252.00
	Regina/Saskatoon/Winnipeg	From: $1296.00
	Thunder Bay/Toronto/Ottawa/Montreal	From: $1119.00
	Halifax/Fredericton/Moncton	From: $1299.00
TOKYO	Vancouver	From: $1032.00
	Calgary/Edmonton	From: $1221.00
	Regina/Saskatoon	From: $1336.00
	Winnipeg/Toronto/Ottawa/Montreal	From: $1413.00
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Calgary	- Ottawa	From: $397.00	Toronto	- Edmonton	From: $377.00
Edmonton	- Winnipeg	From: $291.00	Ottawa	- Vancouver	From: $397.00
Regina	- Toronto	From: $350.00	Montreal	- Victoria	From: $588.00
Saskatoon	- Montreal	From: $390.00	Halifax	- Edmonton	From: $694.00
Winnipeg	- Halifax	From: $513.00	St. John's	- Toronto	From: $354.00

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